Organizational Commitment

Emotional attachment to, identification with, and involvement of military members or employees to their units, characterized by a strong desire to maintain membership within the unit.

The following items are used to assess Organizational Commitment on the DEOCS using a 7-point response scale from strongly disagree to strongly agree.

1. 1. I feel like "part of the family" in this organization.
2. This organization has a great deal of personal meaning to me.
3. I feel a strong sense of belonging to this organization.

	Favorable	Unfavorable
Indicators	• Current unit members recommend the workplace as a good place to work • Unit members appear focused on unit goals and mission • Unit members can be observed discussing work and problem solving in non-work settings • Employees exert considerable effort for the organization	• Unit members display low morale • Unit members appear less cohesive • Unit members display behaviors that forward self-goals over unit goals • Unit members exhibit low levels of achievement
Outcomes	• Team members voluntarily help one another • Reduced feelings of job insecurity • Reduced role stress • Members feel like they are a part of the organization	• Reduced employee productivity • Increased turnover • More instances of tardiness • Lower level of job satisfaction

For more information go to Assessment to Solutions on deomi.org. You will find:
- Focus Group/Interview Questions
- Online Lessons
- Strategies to address issues with this factor
- Videos that can help you better understand this factor
- Web Resources and Recommended Readings
- References that are directly associated with this factor