Organizational Commitment

What dynamics influence Organizational Commitment?

Personal commitment

Mentorship programs

Potential growth

Principles of management/owners

Comradery

Belief in product/services performed

Members bragging about their organization

Values

Individual effort

Strong leadership

Professional growth

Interagency promotion opportunities

Belongingness

Loyalty

Job satisfaction

Personal meaning

Long term professional relationships

Emotional attachment

Desire to stay

Family focus

Patriotism

Personal sacrifice

Volunteer opportunities

Personal growth

Influences

What dynamics *are influenced by* Organizational Commitment?

Mentorship programs

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For Thought

What does it take to identify your members Organizational Commitment?

and

What can leaders do to increase a members Organizational Commitment?

The goal of this presentation is for you to be able to answer both of these questions.

Agenda

- Describe Organizational Commitment as a DEOCS factor

- Identify the questions used in the DEOCS to assess Organizational Commitment

- Recognize individual and organizational indicators of Organizational Commitment

- Identify strategies to increase Organizational Commitment

Factor Description

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

Questions on DEOCS

- I feel like "part of the family" in this workgroup
- This workgroup has a great deal of personal meaning to me
- I feel a strong sense of belonging to this workgroup
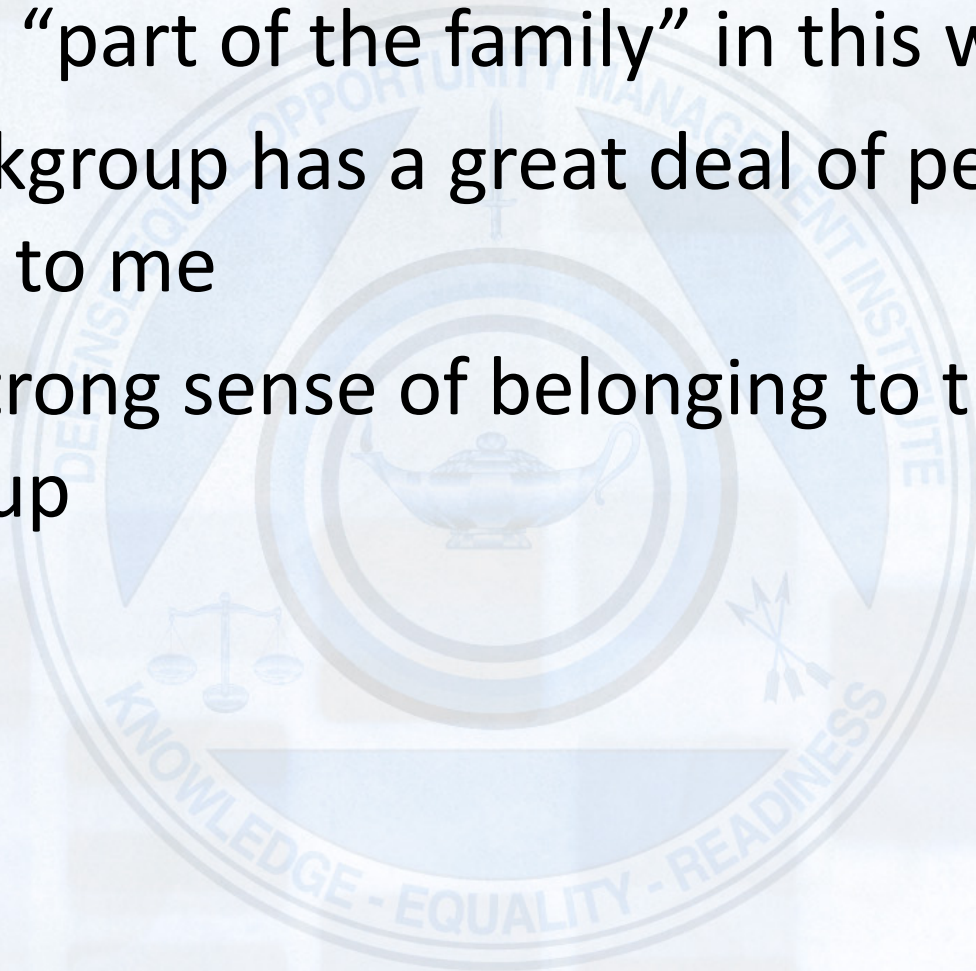
Individual Indicators

Individual indicators of low Organizational Commitment

- Unit members display low morale
- Unit members appear less cohesive
- Unit members display behaviors that forward self-goals over unit goals
- Unit members exhibit lower performance

Organizational Indicators

Indicators of low Organizational Commitment

- Reduced employee productivity
- Increased turnover
- More instances of tardiness
- Lower level of job satisfaction
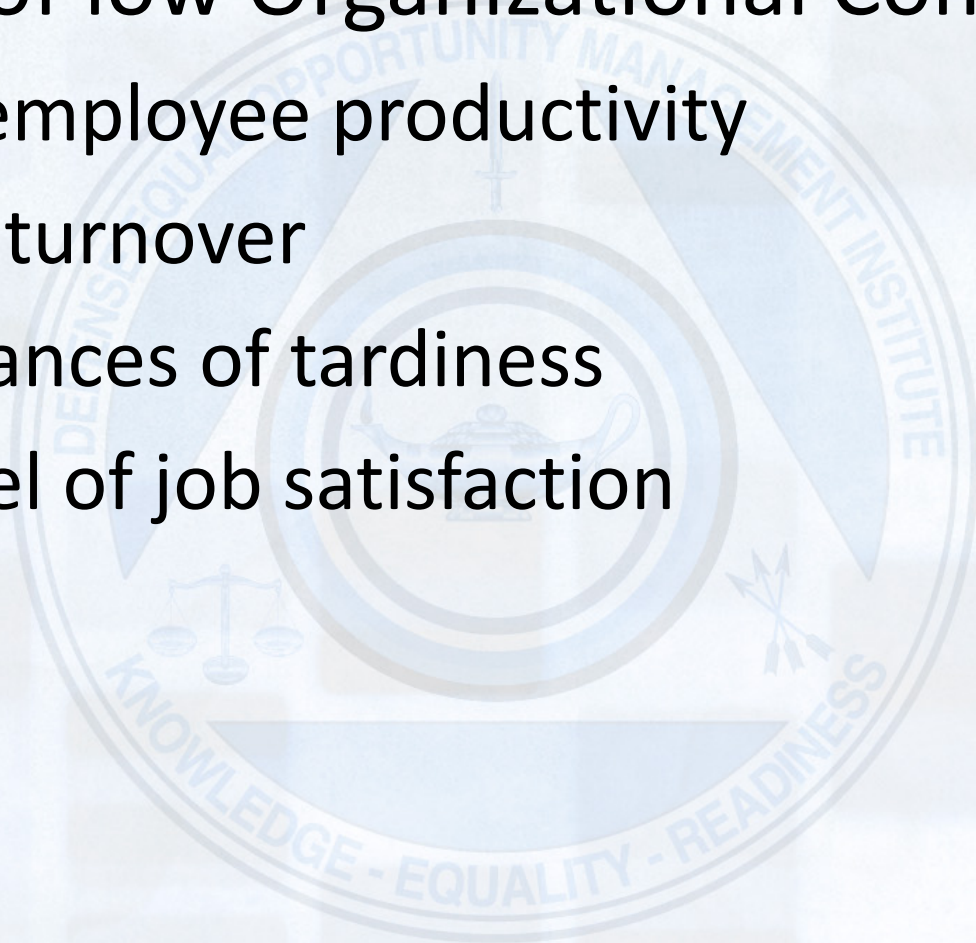
Individual Strategies

- Identify/clarify your role in the organization

- Discuss concerns important to you; strive to get help addressing and resolving them

- Participate in mentoring opportunities

- Participate in unit activities that create positive experiences

- Demonstrate your commitment to the organization through your words and actions

Organizational Strategies

- Share the DEOCS results in a collective, inclusive manner to improve trust and move forward

- Strive to create positive work experiences

- Reward members' efforts and contributions

- Conduct team building activities

Organizational Strategies (cont.)

- Solicit—and seriously entertain—members' ideas to improve the organization's climate

- Empower individuals to solve problems themselves

- Re-write job descriptions and SOPs to decrease role ambiguity and role conflict

Summary

Taking the time to listen to all members is a good way to identify concerns that diminish, and candidate methods to increase, Organizational Commitment. Leaders should be aware of the unintended effects that their decisions can create. Asking for, and accepting feedback, from group members can assist a leader in identifying these areas and developing positive measures to increase those dynamics that will foster improved organizational commitment.