

The impact of Perception of Organizational Collaborative climate on organizational commitment

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Abstract: In this study the relationship between the perception of organizational collaborative climate and organizational commitment has been investigated. Data gathered using questionnaire. The study samples were 322 employees of Fars province social welfare organization that were selected using proportionate categorical random sampling for further analysis. The study results showed that the relationship between perceptions of organizational collaborative climate and organizational commitment is significant. Also the relationship between the collaborative climate and dimensions of organizational commitment (normative, affective and continuance commitment) were significant.

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1. Introduction

Collaborative climate refers to shared elements of an organization's culture that inspires staff to share knowledge (Sveiby and Simons, 2002). According to Sveiby and Simons, the success of knowledge management practices depends on the incorporation of trust and collaboration in organizational culture. They confirmed that in the collaborative climate of a business unit, an immediate superior and coworkers in a workgroup play the most important roles in collaborative climate creation.

Organizational commitment is the individual's psychological attachment to the organization. The basis behind many of these studies was to find ways to improve how workers feel about their jobs so that these workers would become more committed to their organizations. Organizational commitment predicts work variables such as turnover, organizational citizenship behavior, and job performance. Some of the factors such as role stress, empowerment, job insecurity and employability, and distribution of leadership have been shown to be connected to a worker's sense of organizational commitment.

Organizational commitment can be contrasted with other work-related attitudes, such as job satisfaction, defined as an employee's feelings about their job, and organizational identification, defined as the degree to which an employee experiences a 'sense of oneness' with their organization.

Organizational scientists have also developed many nuanced definitions of organizational commitment, and numerous scales to measure them. Exemplary of this work is Meyer and

Allen's model of commitment, which was developed to integrate numerous definitions of commitment that had been proliferated in the literature. Meyer and Allen's model has also been critiqued because the model is not consistent with empirical findings.

This Study aims to investigate the impact of collaborative work climate on organizational commitment in social welfare organization in Fars Province, Iran

Research Hypotheses:

There is a positive and significant relationship between organizational collaborative climate and organizational commitment.

The second hypothesis: There is a positive and significant relationship between organizational collaborative climate and affective commitment

There is a positive and significant relationship between the organizational collaborative climate and the normative commitment.

The fourth hypothesis: There is a positive and significant relationship between organizational collaborative climate and continuance commitment.

2. Methodology

Data gathering was done by a multi-process measurement among 332 employees of Fars province social welfare organization. The proportionate stratified sampling method was selected, Data gathered using questionnaire. All calculations of Alpha cronbach showed that the measures are reliable. The expert opinions also showed that the questionnaires are valid.

3. Data analysis and Results:

The correlation exam :

The main hypothesis: There is a positive and significant relationship between organizational

collaborative climate and organizational commitment.

The Pearson correlation Index results have shown that the R amount is 0.594 and the p amount is 0.0001. Thus, the fifth hypothesis was supported. The results show that in the study samples being considered, the organizational collaborative climate feeling, enhances the organizational commitment.

According to Pearson correlation Index results, the R amount is 0.45 and the P amount is 0/0001. Thus, the first hypothesis was supported. The results show that, in the study samples being considered, not only the organizational collaborative climate feeling increases the employees' motivation for policy making, but also it has a positive effect on it.

However, with regard to the low amount of (0.212), this is a weak influence.

The second hypothesis: There is a positive and significant relationship between organizational collaborative climate and affective commitment

According to Pearson correlation Index results, the R amount is 0.67 and the P amount is 0.0001.

Thus, the second hypothesis was supported. The results show that in the study samples being considered, not only the organizational collaborative climate feeling enhances the employees' sense of affective commitment, but also has a positive influence on it.

The third hypothesis: There is a positive and significant relationship between the organizational collaborative climate and the normative commitment.

According to Pearson correlation Index results, the R amount is 0/654 and the P amount is 0.0001. So, the third hypothesis was supported. The result show that, in the study samples being considered, the organizational collaborative climate feeling, enhances the commitment of employees to public interests.

The fourth hypothesis: There is a positive and significant relationship between organizational collaborative climate and continuance commitment.

The Pearson correlation Index results show that the R amount is 0.642 and the P amount is 0.0001. Thus, the fourth hypothesis is supported. According to the results, in the research samples being considered, the organizational collaborative climate feeling increases the employees' continuance commitment.

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4. Discussion and Conclusion:

The main purpose of this research was considering the relationship between employees' perceptions of organizational collaborative climate and the organizational commitment. The research samples included Fars province employees of social welfare organization. Further researches can be done with the purpose of measuring organizational commitment in other governmental organs and among larger statistical samples. So, a lot of attention should be paid in the correct and rapid use of the current research results.

The results of main hypothesis analysis show that this relationship is positive and significant, and the organizational collaborative climate feeling has a medium to high influence on the organizational commitment.

The results also show that, in case there is a collaborative climate in the organization, the employees will feel more commitment to public interests and properties and show more self-sacrificing.

Since the organization values the employees, they will bind themselves to help the people of the whole society, regarding the objectives and missions of the organization.

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