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Effect of Organizational Commitment and Trust on Job Involvement (Case Study: All Branches of Parsian Bank in Semnan Province)

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Abstract

The purpose of this research is identifying the effect of Organizational Commitment and Trust on Job Involvement among the employees in all Branches of Parsian Bank in Semnan Province. The current study in terms of method, it is descriptive – correlation and in terms of purpose, it is applied research. The study based on the time of data collection is cross-sectional research, and in terms of dimensions of the relationship between variables, it has characteristic of comparative research. Statistical population is include of Employees in the All Branches of Parsian Bank in Semnan Province that they are 310 people, and according to Cochran formula 170 people as sample size was selected. The sampling method will be the method of simple random sampling. The results showed that there is significant and positive effect between Organizational Commitment and Trust on Job Involvement of Employees in the all Branches of Parsian Bank in Semnan Province.

Keywords: Organizational Commitment, Trust, Job Involvement, All Branches of Parsian Bank

Introduction

In recent years, the place of spirituality in organizations increasingly by managers, supervisors, staff and researchers considered as a necessity for organizational interaction with employees, customers and community (Lavassani et al., 2008). Lack of attention to spirituality can be described also by secular approach to the study of organizational life as well as spirituality in the organization given the ability to staff reach a more integrated vision of the organization, family and their community, while there are several definitions of spirituality in the workplace, a large number of definitions, including the solidarity, trust and organizational commitment in their work. Spirituality at work, foster sensitivity and care in making four effective types of communication a person than communication with the superior force (God) to self, to colleagues, to the normal working environment and to make sense, targeted and integration is in line with job creation. Job involvement as an attitude is an important variable to increase organizational effectiveness. If the level of involvement of organization's employees to be higher, it increased the effectiveness as well. In order to increase the level of job involvement should take a realistic and comprehensive look at its determinants. Among the different perspectives about job involvement, the most realistic view knows this concept a function of personality and organizational climate (Alankomaran 2004). According to the subjects of presented in this study, it has done to investigate of this question that has Organizational Commitment and Trust effect on Job Involvement of Employees in all Branches of Parsian Bank in Semnan province?

Research background:

Atkinson & Litwin (1960) confirmed the relationship between job involvement and motivation of employees with high job involvement as individuals targeted and staff with low job involvement described as those who very afraid of failure.

Saber (2014) has done a study on organizational spirituality and its impact on the functioning of research staff that based on his findings there is a direct positive significant relationship between the relative align of individual and organizational objectives and Organizational Commitment and Trust .The result of this study show that Organizational Commitment and Trust increases the creativity, trust each other, job satisfaction, ethic and fairness and more motivation reduce decision to leave the workplace.

Mitroff and Denton (2003) in their study investigating the spirituality in the workplace, in interviews and a questionnaire that aimed to distinguish religion and spirituality, the suitability of spirituality in the workplace, sense of interdependence and trust to senior managers were conducted, conclude that the organization requires the integration of spirituality with management and no one organization can in the long term without spirituality and spirit survived.

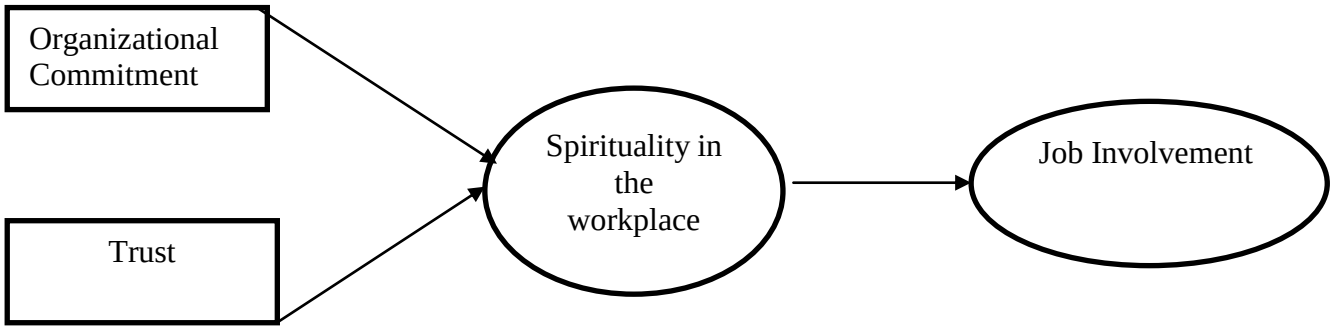
Ooi Keng Boon, Veeri Arumugam, Mohammad Samaun Safa, Nooh Abu Bakar (2007) in a study entitled "The teamwork and total quality management: the impact of job involvement" concluded that teamwork is owner of power and arbitrariness, customer-oriented, rewards, recognition and communication have a positive relationship with job involvement among them the owner of power and authority shows a stronger relationship with job involvement.

Paul F. Rotenberry (2007) in a study titled "Evaluation of the effects of job involvement on doing work," suggested that the results showed that job involvement of employees reported significantly predict a certain amount of work.

Chawla and Gouda (2010) in a study investigating the relationship between individual's spirituality in the

workplace and job satisfaction and tend to leave work and job commitment, this research was conducted on the specialized application sales organizations in various industries, the method of study was cross-sectional, the analysis is correlational.
The results show that, Spirituality in the Workplace has positive relationship with job satisfaction and job commitment. And Spirituality in the Workplace has negative relationship with tend to leave work.
(Singh and Lonkar, 2010) n a study on the relationship between satisfaction of salary, job satisfaction and turnover intention among nurses in a hospital in Toronto, Canada and using regression analyze showed that job satisfaction is more decisive in compared with satisfaction of salary, job satisfaction and turnover intention. And overall job satisfaction of employees in the pharmaceutical sector has placed at favorable and positive level.

Conceptual model:



Milimmon et al., (2003)

Research Hypotheses:

1-There is significant and positive effect between Spirituality in the Workplace and Job Involvement of Employees in the all Branches of Parsian Bank in Semnan Province.

2- There is significant Relationship between organizational commitment and Job Involvement of Employees in the all Branches of Parsian Bank in Semnan Province.

3- There is significant Relationship between trust and Job Involvement of Employees in the all Branches of Parsian Bank in Semnan Province.

Research Method

The current research, in terms of method and type of data gathering, it is descriptive – correlational research. In terms of purpose, it is applied research, and based on the time of data collection is cross-sectional research, and in term of dimensions of the relationship between variables, it has characteristic of comparative research.

Statistical Population

Statistical population is including of Employees in the all Branches of Parsian Bank in Semnan Province that they are 310 people. For data collection and gathering information was used by library and survey method. And the main tool for data collection was questionnaire.

Statistical Sample

The sampling method was selected simple random sampling and 170 people as sample size was selected. The sampling method will be the method of simple random sampling

Research Findings

Research Hypotheses Test

First Hypothesis:

There is significant and positive Relationship between Spirituality in the Workplace and Job Involvement of Employees in the all Branches of Parsian Bank in Semnan Province.

Table 1: Results of the test of Pearson's correlation coefficient between Spirituality in the Workplace and Job Involvement

	Job Involvement	
Spirituality in the Workplace	Pearson's correlation	0.567
	Significance level	0.001
	Number	170

Considering the above table, since the significance level is less than 0.05 and the conclusion is that the (null hypothesis) H0 is not confirmed and the H1 hypothesis based on existence of significant Relationship between Spirituality in the Workplace and Job Involvement is accepted. Additionally, considering that the value for the correlation coefficient between the two variables is 0.567, it can be concluded that the correlation of between two variables "Spirituality in the Workplace and Job Involvement" moderate is evaluated.

Second Hypothesis:

There is significant Relationship between organizational commitment and Job Involvement of Employees in the all Branches of Parsian Bank in Semnan Province

Table 2: Results of the test of Pearson's correlation coefficient between organizational commitment and Job Involvement

	Job Involvement	
organizational commitment	Pearson's correlation	0.470
	Significance level	0.001
	Number	170

Considering the above table, since the significance level is less than 0.05 and the conclusion is that the (null hypothesis) H0 is not confirmed and the H1 hypothesis based on existence of significant Relationship between organizational commitment and Job Involvement is accepted.

Third Hypothesis:

There is significant Relationship between trust and Job Involvement of Employees in the all Branches of Parsian Bank in Semnan Province.

Table 3: Results of the test of Pearson's correlation coefficient between Trust and Job Involvement

	Job Involvement	
Trust	Pearson's correlation	0.551
	Significance level	0.001
	Number	170

Considering the above table, since the significance level is less than 0.05 and the conclusion is that the (null hypothesis) H0 is not confirmed and the H1 hypothesis based on existence of significant Relationship between Trust and Job Involvement is accepted.

Conclusion:

There is significant and positive Relationship between Spirituality in the Workplace and Job Involvement of Employees in the all Branches of Parsian Bank in Semnan Province. Considering the results of testing, since the significance level is less than 0.05 and the results are based on existence of significant Relationship between Spirituality in the Workplace and Job Involvement is accepted. Additionally, with considering that the value for the correlation coefficient between the two variables is 0.567, it can be concluded that the correlation of between two variables "Spirituality in the Workplace and Job Involvement" good is evaluated. The coefficient of determination is equal to 0.345 this shown that 0.34 percent of job involvement changes related to the amount of spirituality in the workplace. Impact factor of spirituality in the workplace variable (B=0.683) with respect to t statistic shows that spirituality in the workplace with 0.99 confidence can predict changes related to job involvement. The impact is positive and means that if a unit as amount of spirituality in the workplace added amount 0.683 is added to the score of job involvement. The results of the study are consistent with results of Sing and Lonkar (2010).

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