THE IMPORTANCE OF ORGANIZATIONAL COMMITMENT IN THE FIELD OF TEACHING

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A teacher’s effectiveness in teaching is said to be anchored not only from his desire to teach and mold young minds but also from the so-called organizational commitment. Organizational commitment is highly related to teachers’ work performance which has a significant influence on students’ achievement. In any educational institution, student is the most important element. A committed teacher always makes every effort to advance students’ professional competence by providing them a quality learning environment. A committed teacher, through making effective contribution to the achievement of students, endeavors their students to be well-educated in their community. Fact is, a teacher’s commitment deeply affects student’s achievement.

Empirical evidences suggest that the teachers who are committed to their respective institutions are more likely not only to remain with the institution but are also likely to work more effortly on behalf of the organization and work hard to realize its” objectives and goals and are therefore likely to be better performers than uncommitted teachers. Lower level of commitment may create a dilemma that could negatively affect the effectiveness of an educational organization and may cause teachers to be less efficient in their performance or worst, to leave the profession.

Factors that may affect one’s organizational commitment any include compensation, management policies, the overall work environment, promotion, recognition and opportunities for self-development. It has to be understood that one’s overall attachment can be based on sense of ownership, sense of duty or just economic value that teaching can offer. Keeping teachers highly committed is such a great challenge.
to policy makers and education leaders. Programs and policies are being created in developing practices that support and promote a collective interest toward a shared vision and that is improving the quality of education. Therefore, strategies to increase job involvement are being used to enhance organizational commitment of teachers. These are increased teacher participation in decision making and delegation of authority.

In order for an institution to be progressive, its faculty must be motivated and committed because people are the greatest and most important resource of an institution. Teachers’ work motivation and organizational commitment play a very significant role in the effective and efficient achievement of educational goals. Organizational commitment of the workers get positively influences if there are opportunities to figure challenging tasks (Chew & Chan, 2007). Depending upon the extent of attachment of the teacher, the results of commitment varies accordingly.

George (2011) pointed out that organizational commitment is regarded as a prime requirement for any educational organization. In a similar view, Mart (2013) opined that teachers with high level of commitment will be more loyal to schools where they work; similarly, teachers with high level of commitment will contribute students’ achievement effectively. Commitment is praiseworthy because it facilitates learning. If good working conditions are provided for committed teachers, effectiveness of the educational organization that will lead to positive consequences for the school and students will improve.

Sad to say as it is, teachers’ commitment to the organization and to this noble profession has greatly changed through the years. Careful evaluation should be done as to what really inspires and motivates teachers to perform to the fullest and to keep the fire burning.
References:


wikispaces.psu.edu/display/PSYCH484/Commitment+Case+Study
