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International Scientific Journals



IJEISR (2017) Vol.1–No.1

<https://int-scientific-journals.com/ijmssr/>

Are Socio-Demographic Variables Related to Academic Staffs' Organizational Commitment in India?

Aruna Suryawisesa

Faculty of ABV- Indian Institute of Information Technology and Management, Gwalior, Madhya Pradesh, India

Email: Suryawisesa@iiitm.ac.in

Faisal Khalid

Faculty of Department of Business Administration, Lahore School of Economics, Punja, Pakistan

Email: faisal.k@lahoreschool.edu.pk

Ali Zafar Abdullah

Faculty of Department of Business Administration, Lahore School of Economics, Punja, Pakistan

Email: az_abdullah@lahoreschool.edu.pk

Abstract

This paper was specified the relationships between socio-demographic variables and organizational commitment among academic staff in India. A descriptive research design was used in this study. The sample consisted of 766 (comprising 383 from federal, 153 from state and 230 from private) academic staff, selected from the sampling frame through proportionate stratified sampling technique. Data collected were analyzed using the Crosstab Chi-Square. Results revealed that that there is a statistical significant association between university type and organizational commitment; years in present university and organizational commitment; age and organizational commitment. On the other hand, there is no statistical significant association between job status and organizational commitment; gender and organizational commitment; marital status and organizational commitment.

Doi: [10.5281/zenodo.2648117](https://doi.org/10.5281/zenodo.2648117)

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Keywords: *socio-demographic variable, organisational commitment, academic staff*

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