

Common characteristics of employees committed to organizations: a case of standard chartered bank in Tanzania

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This dissertation addresses the question of what is common in employees who are committed to the organization, particularly in Standard Chartered Bank Dar es Salaam branch as a case study. Standard Chartered Bank Dar es Salaam branch has a total of 120 employees of which 60 employees were interviewed. The research instruments used were the organization commitment questionnaire (Mowday, Steers, & Porter, 1974), a demographic questionnaire. A statistical package for social sciences SPSS 10.7 was used to analyse data obtained from the field. Results of this study demonstrated that there are some common features among employees who are committed to the organization. This was unveiled by the descriptive frequency report from (SPSS 10.7), based on the percent score of a variable that was greater than or equal to 50. The common features are: gender, age, marital status, education level, religion, terms of service, monthly income, work ethics, professionalism, attendance, rewards and incentives. Results of this study outlined some recommendations for human resource management theory and practice. Researchers must be conscious of the complex and changing nature of human behaviour in relation to commitment to the organization. It should be understood that, for example, when recruiting employees one has to appreciate the fact that permanent terms of employment facilitate employee commitment to the organization. Training programs/curriculums should highlight aspects of positive productive behaviour, as a continuous process that is initially emphasized at orientation, once one is employed.