

## **Effect of Gender on Organization Commitment in Public and Private Sector Employees**

**Chetna Maradia**

Ph.D. Research Scholar, Rajkot-360005 ,Gujarat- India

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### **Abstract**

The intention of the present study was to find out the gender difference in organizational commitment in public and private sector employees. The sample for the current study consisted of 120 public and private sector employees. 60 male employees (30 working in private sector & 30 working in public sector) and 60 female employees (30 working in private sector & 30 working in public sector). Employees were selected randomly from various organizations of Rajkot city in Gujarat. Organization Commitment scale has been constructed by Meyer et al.'s (1993). It was also included in the measurement instrument. This scale comprises 18 items, it were scored on a 7-point scale (endpoints 1 = complete disagreement to 7 = complete agreement). Higher score indicate higher level of commitment. Scale was used to measure among male/female and public /private employees. The data was analyzed in terms of mean, SD, and F-test. The result of F-test revealed significant difference in Organization commitment between male and female employees. Female employees were having high level of commitment than male employees. Further analysis was carried out to know organization type effect on Organization commitment, result revealed no significant difference between employees whether working in public or private.

**KEYWORDS:** Organization Commitment, Gender, Public- Private Sector.

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### **INTRODUCTION**

The literature on organization commitment is vast, with several studies considering varied informative factors, as well as gender. We have a tendency to focus here on those studies that have expressly examined gender variations in OC.

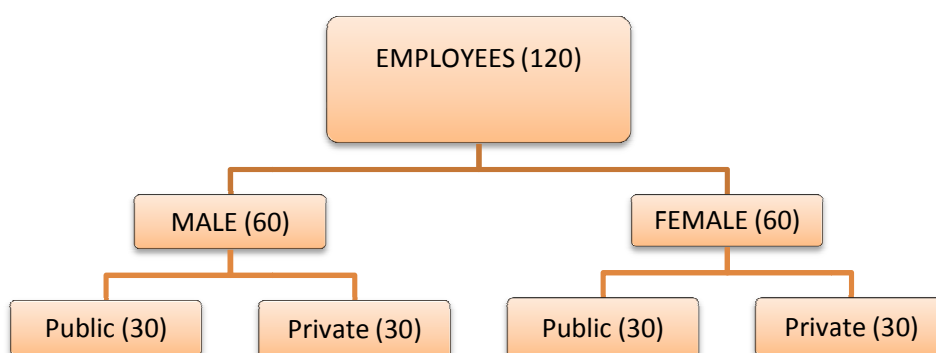
The literature review in Mowday et al. (1982) cites many studies in support of the claim that "women as a bunch were found to be a lot of committed than men". Among these are Grusky's (1966) study of managers during a massive public utility, that found that female displayed higher levels of commitment than men; Grusky relates this to the upper barriers that females should overcome, a variant on the dissonance argument mentioned on top of. Hrebiniak and Alutto (1972) studied lecturers and nurses, finding female less doubtless to leave their employers. Finally, Angle and Perry (1999) found that feminine bus drivers were a lot of committed than male ones. Mathieu and Zajac (2008) situated fourteen samples that had examined the gender- OC relationship. These found, on average, that girls displayed slightly higher commitment.

### OBJECTIVES:

1. To find out the difference in Organization commitment level between male and female employees.
2. To study the difference in Organization commitment level between public and private sector employees.
3. To find out the interaction effect of gender and public and private sector employees between employees.

**METHOD Participants:** The Participants for the present study consisted of 120 employees. 60 male employees (30 Public &30 private) and 60 female employees (30 Public &30 private). Employees were selected randomly from various call-center of Rajkot city in Gujarat.

### RESERCH DESIGN



**Instruments:** The following Instruments were employed in the present study:

**Personal Data Sheet:** Personal data sheet was prepared to collect some personal information such as age, sex, whether they working in public or private company etc.

**Organization commitment Scale:** In their assessment of measures of Organization Commitment scale constructed by Meyer et al.'s (1993). It was also included in the measurement instrument. This scale comprises 18 items, it were scored on a 7-point scale (endpoints 1 = complete disagreement to 7 = complete agreement). Higher score indicate higher level of commitment.

**PROCEDURE:** Participants were contacted on an individual basis at their place of living and at their place of exercising i.e. centre. Respondents were clearly wise regarding the aim of the study. Once establishing the affinity with the participants, he/she was asked to understand the final directions, but the directions for express tests were provided individually. Once the topics were comfy with directions and prepared for testing, questionnaires got. She/he was asked to answer each item of all the administered

questionnaires and was ensured that the responses given by him/her would be unbroken confidential.

**RESULT AND DISCUSSION:** In order to the take a look at hypotheses framed with regard to objective of the study knowledge was analyzed exploitation F-test. Once the applied math analysis concerning the impact on Organization commitment among call-center workers was distributed attention-grabbing results were obtained. These result square measure bestowed in table no.1, 2 and 3

**Table 1, The Mean for independent variables on Organization commitment according to 2x2 factorial design.**

Gender	Male =A1 n=100	Female =A2 n=100	Total N=200
Organization type			
Public= B1	M=25.04 n =30	M=32.18 n =30	M=28.61 n =60
Private= B2	M=26.45 n =30	M=28.80 n =30	M=27.62 n =60
Total	M=25.74 n =60	M=30.49 n =60	M=28.11 N =120

**Table 2, The Mean and Mean Deference for independent variables on Organization commitment according to 2x2 factorial design.**

	Variables	N	Mean	Deference
A1	Male	60	25.74	4.75
A2	Female	60	30.49	
B1	Public	60	28.61	0.49
B2	Private	60	27.62	

We have seen the table no.2 the Mean and Mean Deference or independent variables on Organization commitment that the averages mean score for male employees were high than female employees. The highest mean score 30.49 was high Organization

commitment of female employees and lowest mean score 25.74 was low Organization commitment of male employees. So we have seen the all mean result and conclude that female and male employees differ on Organization commitment and the deference was 4.75 between them. In organization type variable, public sector employees (M=28.61.) employees were high level of commitment than private sector employees (M=27.62) employees.

**Table 3, F calculation for Organization commitment (2x2 factorial designed)**

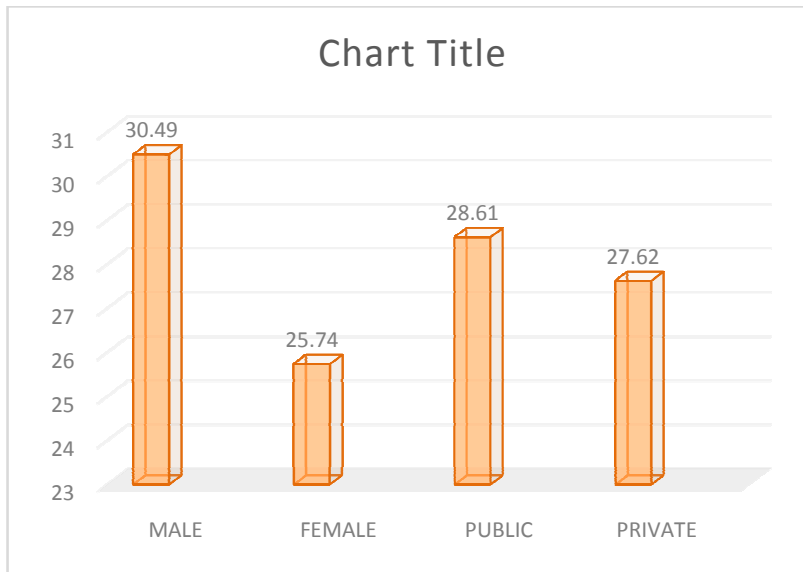
Source of Variation	Sum of Squire (S.S.)	df	Mean of Squire (M.S.)	F-Values	Sig.
Ass(Male-Female)	50.205	01	50.205	7.06	0.01
Bss(Public – Private)	37.050	01	37.050	1.38	N.S
ABss	122.374	01	122.374	10.21	0.01
Wss	2884.243	119	15.82	-	-
Total	3093.87	120	-	-	-

Significance levels 0.05\* = 3.89 and 0.01\*\* = 6.76

We have seen the table no.3 that F-value of type of organization variable was 1.36, which was not significance at all. Result reveled that there is a no significant difference between public and private sector employees. According to table no.1 male was high Organization commitment than female. Results of a few studies are in support of current result as they revealed gender differences in Organization commitment.

Further analysis was carried out to know if public and private sector employees differ on Organization commitment, F-value of organization sector was 1.38 which wasnot significant at 0.05 level. Similar analysis was carried out for interaction of gender and organization type among employees. F-values (10.21) have been obtained. It portrayed that there is significant interaction between variable of gender and type of organization.

**Chart: 1, Organization commitment**



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