Organizational Commitment, Organizational Support and Job Engagement of the Elementary Teachers with Administrative Post

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ABSTRACT

ABSTRACT The main purpose of this study was to explore the difference of background variables among organizational commitment, organizational support and job engagement of the elementary teachers who hold administrative jobs. The correlations among organizational commitment, organizational support and job engagement were also examined. In addition, the prediction of organizational commitment and organizational support to job engagement would be discussed. The study was conducted through the questionnaire-survey method. Participants were 441 elementary teachers who were holding administrative jobs in Central Taiwan. This questionnaire contained four parts: Organizational Commitment Scale, Organizational Support Scale, Job Engagement Scale and personal information. ANOVA, t-test, Pearson correlation, and multiple regression were used for analyzing the collected data. The main findings of the study were listed as follows: 1.There were high overall performances among organizational commitment, organizational support and job engagement of the elementary teachers with administrative posts. 2.Organizational commitment among the elementary teachers with administrative posts, there were no significant differences on gender, administrative seniorities, educational background, school scale and the duty. However, on age, marital status, and seniority of work experience, there were significant differences. 3.Organizational support among the demographic variables of elementary teachers with administrative posts, there were no significant differences. 4.Job engagement among the elementary teachers with administrative posts, there were no significant differences on gender, administrative seniorities, educational background, school scale, seniority of work experience and the duty. However, on age and marital status, there are significant differences. 5.There were significant correlations among organizational commitment, organizational support and job engagement. 6.Organizational commitment, organizational support showed apparent predictability to job engagement. Based on the data of previous studies and this research, suggestions were offered for educational administrators, school directors, teachers and future studies respectively.

Keywords : Organizational commitment, organizational support, job involvement

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