

# The Effects of Work Values, Job Characteristics and Quality of Working Life on Organizational Commitment - A Case Study

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## ABSTRACT

The purpose of this study is to investigate the factors that affect organizational commitment, including work values, job characteristics, and the impact of working life quality on organizational commitment. For this study, 371 university teachers in central Taiwan (Taichung County, Taichung City, Changhua County and Yunlin County) responded to a questionnaire. The assessment tools included personal background attributes, the index of work values, the index of work characteristics and the index of organizational commitment. The analysis of data was carried out by means of SPSS 12.0 statistical software. Descriptive statistics, t-test, ANOVA, Pearson correlation, and regression analysis were used to identify the key factors in question. The main findings are as follows: (1) University teachers of different genders and age groups vary significantly in their work values. (2) University teachers of different marital status, college types, and university categories (national and private) vary significantly in their job characteristics. (3) University teachers of different genders, colleges, years of service, and university categories vary in their quality of working life. (4) University teachers of different genders, college types, years of service, and university categories vary in their organizational commitment. (5) There are significant positive correlations between university faculty 's work values and organizational commitment. (6) There are significant positive correlations between university faculty 's job characteristics and organizational commitment. (7) There are significant positive correlations between university faculty 's quality of working life and organizational commitment. (8) University faculty 's job characteristics and quality of working life significantly influence their organizational commitment, with their quality of working life having the highest forecast quality.

Keywords : work values ; job characteristics ; quality of working life ; organizational commitment

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