

THE RELATIONSHIP BETWEEN ORGANIZATIONAL COMMITMENT AND PAY SATISFACTION

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Abstract

This study examines the issue of linking organizational commitment and pay satisfaction. The study has a special focus on the relationship of organizational commitment and pay satisfaction with other factors such as employment sector and education level. This study was designed as a cross-sectoral study, which compares the variables of organizational commitment and pay satisfaction, in the three sectors of employment: public sector, private sector and non-governmental organizations sector. The study was conducted in Mitrovica region where 160 questionnaires were distributed in the three above-mentioned sectors. In the final analysis, 132 questionnaires were used out of which 50.8 % were male and 49.2 % were female. Organizational commitment was studied as defined by Meyer and Allen (1990). Most of the surveyed subjects for organizational commitment resulted with an average commitment level of 75 %. Ranking second were subjects with a high level of commitment of 17.4 % and ranking last were subjects who had a low level of commitment (only 7.6 % of subjects). Pay satisfaction was studied as defined by Heneman and Schwab (1985), where 42.4 % of subjects resulted to have a moderate level of PS. Subjects with a low level of PS make up 33.3 % of the sample, and finally 24.2 % of the sample resulted to have a high level of PS. Findings suggest that the high level of unemployment may affect the level of commitment and pay satisfaction. Further longitudinal studies are necessary, which would help determine cause-effect relationships in relation with pay satisfaction and organizational commitment in the three sectors.

Keywords: *organizational commitment, pay satisfaction, public sector, private sector, non-governmental organizations sector, educational level*