

The Organizational Commitment and its Relation to Job Satisfaction Among the Teachings staff of Jordanian Private Universities

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Abstract

This study aims at investigating the organizational commitment to job satisfaction of the **teaching staff** at Jordanian private Universities. It attempts to answer the following questions:

1. What is the level of the organizational commitment with its: (continuous, affective and normative) dimensions?
2. Is there any statistical significant difference ($\alpha = 0.05$) between the affective, continuous and normative dimensions and job satisfaction of **teaching staff** at Jordanian private Universities?

The population of the study comprises of all the **teaching staff** at private universities in Jordan of the academic year (2005/2006). The overall number of **teaching staff** is (1978). The sample of the study consists of (559) faculty members, which forms (87.45%) of the overall sample.

To achieve the objectives of the study, Allen and Meyer instrument for organizational commitment of (20) items was adopted, and a job satisfaction instrument of (25) items was developed. The most important findings of the study are :

1. There is a strong relationship between the organizational commitment dimension and job satisfaction of the **teaching** staff at Jordanian private Universities.
2. There are differences in the level of organizational commitment related to variables such as gender, age, experience, and college.

The study recommends providing more incentives for the **teaching staff** members of private Universities .