

The Impact of Workplace Factors on Employee Commitment: An Empirical Analysis

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Abstract

This study expected to explore the connection between different elements of human asset and employee commitment. The review used a poll to gather information from employees of different associations. Through appropriate investigation, the elements of Altruism and Attendance were distinguished as fundamentally connected with employee commitment. The disclosures uncovered an enormous positive connection between both attendance & altruism & employee commitment among employees. Moreover, an amazing positive connection was found among altruism and attendance, albeit further exploration is expected to lay out the useful meaning of this relationship. In general, the outcomes propose that associations might profit from advancing attendance and encouraging a culture of altruism among employees to improve employee commitment.

Keywords: employee commitment, human resource factors, altruism, attendance, questionnaire, correlation analysis, organizational behavior, employee engagement, workplace culture.

1. Introduction

Employee commitment is a basic part of hierarchical achievement, as it is firmly connected to employee efficiency, maintenance, and occupation fulfillment [1, 2]. Thus, recognizing factors that influence employee commitment has been a focal point of examination in the field of human asset the executives. While a few variables have been proposed to influence employee commitment, this exploration centers around the connection between altruism, attendance, and employee commitment in the work environment.

Several studies have found that altruism, defined as "the selfless concern for the welfare of others" [3], is an essential component of employee commitment [4, 5]. Similarly, attendance, or the extent to which employees are present and punctual, has also been identified as a critical factor affecting employee commitment [6, 7]. In any case, the degree to which unselfishness and participation are connected with worker responsibility has not been widely considered.

This examination means to explore the connection between altruism, attendance, and employee commitment in the working environment. In particular, we try to respond to the accompanying research address: How much are altruism and attendance corresponded with employee commitment in hierarchical settings?

To accomplish this objective, we utilized a survey to gather information from employees of different associations. The gathered information was then investigated utilizing connection examination to analyze the connection between the factors. The disclosures of this paper should add to the ongoing composition on the components influencing employee commitment and give commonsense bits of knowledge to associations hoping to upgrade employee commitment.

2. Literature Review

Working environment factors have forever been a significant subject of examination, as they altogether affect employee execution, commitment, and prosperity. Understanding the connection between's various work environment elements can assist associations with establishing a positive workplace that advances employee commitment and fulfillment. In this review, we mean to distinguish and break down the connection between's two explicit working environment factors, specifically Altruism and Attendance, and their effect on Employee Commitment.

Employee commitment has been a critical element for hierarchical achievement [8]. Employee commitment is characterized as the mental connection of an employee towards an association, which inspires him/her to work for the association's objectives and goals [9]. As of late, a few investigations have been led to recognize the variables that impact employee commitment, and two of the critical elements distinguished are Altruism and Attendance.

Altruism is the selfless concern for the welfare of others what's more, has been found to decidedly affect employee commitment [10]. Employees who exhibit altruistic behavior tend to be more committed to their organization, as they are motivated by a sense of responsibility towards their colleagues and the organization's success [11]. Altruism has also been found to promote positive work relationships, which can further enhance employee commitment [12].

Attendance, on the other hand, is a measure of an employee's reliability and has been viewed as decidedly connected with employee commitment[13]. Employees who attend work regularly demonstrate their commitment to the organization and its goals. Attendance has also been found to be a predictor of job satisfaction and overall job performance [14].

Interestingly, a study by De Dreu and Van Vianen [15] found a positive correlation between Altruism and Attendance, suggesting that employees who exhibit altruistic behavior are also more likely to attend work regularly. However, the practical significance of this finding needs to be explored further, as the measures used to assess Altruism and Attendance were not directly related.

In summary, both Altruism and Attendance have been identified as significant elements that impact employee commitment. This study intends to research the connection between these variables further and their effect on employee commitment.

3. Theories Used in The Research

Some of the factors discussed in this research and the theories behind those factors are provided below.

Social Exchange Theory posits that social interactions are based on a system of rewards and costs. Employees who exhibit altruistic behaviors may be rewarded with higher levels of commitment from their colleagues [15, 16]. Similarly, employees who attend work regularly may do so because they expect to receive rewards or avoid negative consequences, according to Expectancy Theory [15, 17].

Herzberg's Two-Component Hypothesis recommends that there are two arrangements of variables that impact work fulfillment and inspiration: cleanliness factors (for example compensation, working circumstances) and inspirations (for example acknowledgment, learning experiences) [15, 18]. Your examination could be deciphered to recommend that attendance & altruism are cleanliness factors that add to employee commitment.

4. Objectives

- To examine how employee commitment & attendance are related.
- To identify how altruistic behavior will impact over employee commitment.
- To provide insights & recommendations to organizations on how to improve employee commitment through attendance and altruistic behavior.

5. Methodology & Data Collection

Data Collection:

Data collection was conducted through online or paper-based surveys. The questionnaire included questions related to employee attendance, altruism, and commitment. The responses from over 220 participants were used for analysis.

Data Analysis:

In order to identify the connections, relations between the factors employee commitment, altruism & attendance, Pearson's correlation test followed by paired t test was used.

Ethical Considerations:

The research adhered to ethical guidelines and obtained informed consent from participants while ensuring confidentiality and anonymity of responses.

Data Collection

Questionnaire Design:

The questionnaire included closed-ended questions related to employee attendance, altruism, and commitment. It was designed to be easy to understand and answer within a reasonable amount of time.

Data Collection Procedure:

The survey was distributed through various channels, including email and social media. Members were given clear directions on the best way to finish the review and were guaranteed that their reactions would stay secret.

Data Quality:

To ensure data quality, the researchers conducted a pilot study and refined the questionnaire based on feedback received. Additionally, the data was checked for completeness and accuracy before analysis.

Overall, the methodology and data collection aimed to give a systematic & clear way to deal with data collection and examination that addressed the research questions and objectives.

6. Data Analysis

6.1 Development of Hypothesis.

Hypothesis have been developed between three pairs;

- Altruism & Employee Commitment
- Attendance & Employee Commitment
- Attendance & Altruism

The following hypotheses have been formulated.

- Hypothesis1 : Altruism & employee commitment are significantly correlated.
- Hypothesis 2 : Attendance & employee commitment are significantly correlated.
- Hypothesis 3 : Attendance & altruism are significantly correlated.

6.2 Hypothesis Testing

Hypothesis1 : Altruism & employee commitment are significantly correlated.

Figure 1 scatter plot



Pearson correlation

R value is 0.5417.

The R value indicates a **moderate positive connection**, and that implies there is an inclination for high altruism (X) variable scores to go with high employee commitment (Y) variable scores (&other way around).

Paired t test for checking the significance of correlation

Table 1 Review of the data

Group	Altruism	Employee commitment
Mean	3.77955665022	3.20689655172
SD	0.81484855970	0.88211906785
SEM	0.05349742885	0.05791395408
N	232	232

“P value & statistical significance”:

P value (two-tailed) < 0.0001

By regular models, this distinction is viewed as incredibly genuinely critical, that is **extremely statistically significant**.

Table 2 Confidence interval

Confidence Interval	
The mean of Altruism - Employee commitment	0.57266009850
95% confidence interval of this difference:	From 0.46730862594 to 0.67801157106

Intermediate values used in calculations:

Table 3 Intermediate values

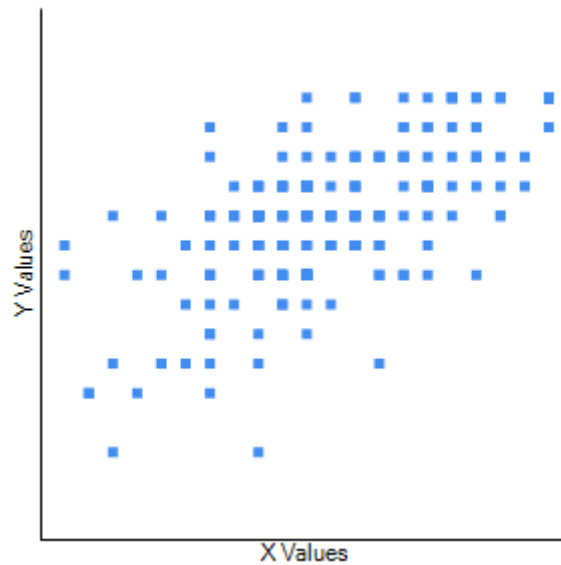
t	10.7099
df	231
Standard error of difference	0.053

Hypothesis 2 : Attendance & employee commitment are significantly correlated.

X value: Employee commitment

Y value: Attendance

Figure 2 Scatter plot



R value = 0.6805.

The R value indicates a **moderate positive connection**, and that implies there is an inclination for high Employee commitment (X) variable scores to go with high Attendance (Y) variable scores (&other way around).

Paired t test for checking the significance of correlation

Review of data:

Table 4 Review of data

Group	Employee commitment	Attendance
Mean	3.20689655172	3.65373563220
SD	0.88211906785	0.82896426451
SEM	0.05791395408	0.05442417027
N	232	232

P value and statistical significance:

P value (two-tailed) < 0.0001

By regular models, this distinction is viewed as incredibly genuinely critical, that is **extremely statistically significant**.

Table 5 Confidence interval

The mean of Employee commitment minus Attendance equals	-0.44683908048
95% confidence interval of this difference:	From -0.53552487436 to -0.35815328660

Intermediate values used in calculations:

Table 6 Intermediate values

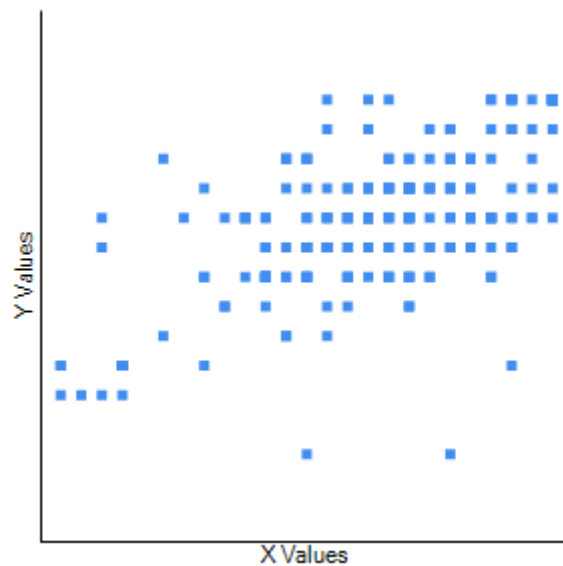
t	9.9272
df	231
standard error of difference	0.045

Hypothesis 3 : Attendance & altruism are significantly correlated.

X value: Altruism

Y value: Attendance

Figure 3 Scatter plot



R value = 0.6357.

The R value indicates a **moderate positive connection**, and that implies there is an inclination for high Altruism (X) variable scores to go with high Attendance (Y) variable scores (& other way around).

Paired t test for checking the significance of correlation

Review of data:

Table 7 Review of data

Group	Altruism	Attendance
Mean	3.77955665022	3.65373563220
SD	0.81484855970	0.82896426451
SEM	0.05349742885	0.05442417027
N	232	232

P value and statistical significance:

P (two-tailed) value = 0.0068

By customary rules, this distinction is viewed as measurably critical in other words **very statistically significant**.

Table 8 Confidence interval

Confidence interval:	
Mean of Altruism minus Attendance	0.12582101802
95% confidence interval of this difference	: From 0.03505781382 to 0.21658422222

Table 9 Intermediate values

Intermediate values used in calculations:	
t	2.7313
df	231
standard error of difference	0.046

7. Findings

- Altruism & employee commitment are significantly correlated.
- Attendance & employee commitment are significantly correlated.
- Attendance & altruism are significantly correlated.

The exploration discoveries demonstrate a critical positive relationship among's altruism and employee commitment, as well as among attendance and employee commitment. Besides, the concentrate likewise uncovered a measurably huge positive relationship among's attendance and altruism. These discoveries

recommend that advancing attendance and cultivating an unselfish workplace can add to improving employee commitment. Be that as it may, the viable meaning of the connection among's attendance and altruism should be additionally investigated as the actions used to survey attendance and altruism were not straightforwardly related.

In light of the discoveries of the exploration, there are a few proposals that can be made to associations to further develop employee commitment through attendance and selfless way of behaving.

Right off the bat, associations ought to perceive and compensate employees who show charitable way of behaving and have great attendance records. Such acknowledgment could come as rewards, advancements, or different impetuses that the association sees fit. Thusly, employees are propelled to keep showing such ways of behaving.

Besides, associations ought to establish a positive workplace that encourages positive connections between employees. This can be accomplished through group building exercises, open correspondence channels, and a general positive authoritative culture. Thusly, employees are bound to show unselfish way of behaving and have better attendance records.

Thirdly, associations ought to give open doors to development and improvement for employees. By giving open doors to employees to master and foster new abilities, they are bound to be locked in and focused on the association. This can be accomplished through preparing projects, mentorship, or initiative improvement programs.

Generally, by carrying out these suggestions, associations can further develop employee commitment through attendance and unselfish way of behaving, prompting a more useful and drawn in labor force.

8. Conclusion

This exploration planned to distinguish factors in the work environment that are related with employee commitment. Subsequent to directing an exhaustive examination, the investigation discovered that both altruism and attendance were essentially related with employee commitment. Furthermore, there was a huge positive connection among's altruism and attendance. The discoveries of this exploration have viable ramifications for supervisors and associations as far as understanding the significance of advancing positive work environment ways of behaving, for example, altruism and attendance, which can prompt expanded employee commitment. Notwithstanding, it ought to be noticed that further examination is important to investigate the connection between these variables and their effect on employee commitment completely. By and large, this study features the significance of establishing a positive workplace that cultivates altruism and urges attendance to improve employee commitment and at last, hierarchical achievement.

9. Future Scope

The present study has opened avenues for future research. One possible direction for further investigation could be to explore the causal relationship between employee commitment, altruism, and attendance. Future examinations could likewise explore the effect of other work environment factors,

like work fulfillment and administration, on employee commitment. Furthermore, future examination could incorporate a bigger and more different example to improve the generalizability of the discoveries. Finally, it could be useful to explore interventions that organizations could implement to foster employee commitment, such as training programs or incentives for altruistic behavior and attendance.

10. Authors' Biography



Bonny Thomas K. is a distinguished scholar with a proven track record of academic excellence. Holding a Bachelor's degree in Engineering and currently pursuing an MBA in Information Technology & Human Resources from the prestigious Indian Institute of Information Technology Allahabad. Bonny has a strong foundation in both technology and business. His research interests center on the intersection of technology and business, with a particular focus on Human Capital Management and strategy realization. Bonny is an accomplished researcher who has already published one research paper in the field. Bonny's meticulous approach to research, coupled with his deep understanding of the subject matter, has earned him recognition and respect in the academic community. He is a dedicated scholar with a passion for making meaningful contributions to the field of technology, business and beyond.

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