

ABSTRACT

A Three Component Model of Organizational Commitment and Turnover Intentions: An Empirical Investigation in Trinidad

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This study examined Meyer and Allen's (1991) three component model of organizational commitment, its perceived antecedents and its relationship with turnover intentions on employees in the print media industry. Its antecedents included personal, organizational and psychological contract variables that are proposed to affect the component model of organizational commitment, namely affective, normative and continuance commitment.

It was postulated that the nature of the psychological contract will be related to either one or two of the organizational commitment components. Additionally, the organizational variables which included perceived organization support and job satisfaction were predicted as having a positive relationship with all three. It was also predicted that the personal variable - age, will have a similar relationship with affective, normative and continuance commitment.

Furthermore, it was hypothesized that family responsibilities and certain family characteristics such as marital and parental status could affect one's commitment to the organization. Finally, affective, normative and continuance commitment were hypothesized to have a negative relationship with turnover intentions.

With the exception of the family characteristic and responsibility variables, all the hypothesized relationships yielded significant results. Based on the findings, it is recommended that organizations should be aware of the complexity of organizational commitment and the type of commitment they foster in their employees. This is because the value of commitment rests in the nature of that commitment and its effect on the organization and turnover intentions.