

Abstract:

Attachment of an employee to an organization is explored through concept of an organizational commitment. One of the results of an organizational commitment is a turnover, which is in a light of the current situation on the labor market up-to-date topic. Goal of the theoretical part of this thesis is an overview of approaches to organizational commitment and summary of factors, that have been according to many studies considered to be antecedents of organizational commitment. Following these findings, empirical part of this thesis sets the goal to summarize the results of qualitative and quantitative research which objective was to conduct a survey about extent and type of commitment to the organization and related factors. As research methods were chosen semi-structured interviews, TCM Employee commitment survey and survey examining related factors. Based on correlation analysis positive and negative factors related to organizational commitment were identified. Results also suggests that commitment does not correlate with any of demographic variables except of sex. From variables connected to work of employee for organization only length of employment did significantly correlate with affective commitment. Results of this research provide overall view on the organizational commitment at the branch of the company. These results can't be considered generally valid but they can be used practically and involved to company's HR practices and methods.