

Correlation Between Flexible Working and Organizational Commitment: An Application On Health Professionals

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Extensive Summary

Introduction

Businesses are trying to ensure their commitment to workers' organizations in order to compete with other businesses. The development of different working model to the needs of staff within the organization will affect the individual's commitment to the organization. However, the fulfilling of both the duties of motherhood and worklife of women without conflict realizes with presenting of the different working alternatives.

Flexible working, unlike the standard working system is an alternative operating system, which determines their working times, starting and working out their time (Franklin, Quinn ve Kristen, 1993, Kerka, 1990).

Flexible working has an important phenomenon in current working life. Even, the practices of flexible working become a necessity in some working areas.

There are many reasons affecting the organizational commitment of employees. The most important of them are probably the model working. Within scope of this study, it was examined the relationship between organizational commitment of the different working models offered to employees. Therefore, this study will be a guide ensuring the degree of determination of flexible working models in the increasing of the organizational commitment.

In this study, it was investigated the relationship between these two structures with flexible working models perspectives and commitment to the organization of the personnel working in the health sector,

Method

The study was conducted on medical personnel working in the health sector in Ankara. It was used the simple random sampling method and designed as a screening model

This study is a quantitative resarch in the framework of flexible working models

of health professional in order to assess the level of organizational commitment. The main factors determining the independent variables affecting organizational commitment and flexible working, was tried to measure the similarities and differences between the groups. The survey was made on 228 personnel working in the health sector and it's results were entered into SPSS 22.0 software package runned with aid of 5 point Likert Scale used in Section 2 and 3 of the questionnaire. It was asked to participants giving their answers as from 'Strongly Agree (5)' option to 'strongly disagree (1).

Findings

The health personnel attending to this research were found moderate levels of emotional commitment ($3,491 \pm 1,217$), compulsory commitment ($3,088 \pm 1,163$), normative commitment ($3,546 \pm 1,203$) and general organizational commitment ($3,374 \pm 1,194$).

The attitudes towards flexible working practices of participants attending to this research was obtained as higher level ($4,203 \pm 0,953$).

When considered statistically significant ($F=30,684$; $p=0,000<0.05$) regression analysis, it was performed to determine the relationship between attitudes towards flexible working practices and emotional commitment.

The level of emotional commitment to flexible working practices as determinants of the relationship between attitude variables for (explanatory power). was found as weak ($R^2= 0,120$). The attitude of health personnel for the level of emotional commitment increases the level of flexible working practices.

When considered statistically significant ($F=2,657$; $p=0,104>0.05$) regression analysis in order to determine the relationship between attitudes towards flexible working practices and compulsory commitment wasn't found meaningful.

The level of compulsory commitment to flexible working practices as determinants of the relationship between attitude variables for (explanatory power) was found very weak ($R^2=0,012$)

The attitude of health personnel for the level of compulsory commitment doesn't affect the level of flexible working practices.

When considered statistically significant ($F=38,401$; $p=0,000<0.05$) regression analysis in order to determine the relationship between attitudes towards flexible working practices and normative commitment. was found meaningful.

The level of emotional commitment to flexible working practices as determinants of the relationship between attitude variables for (explanatory power) was found weak ($R^2=0,146$). Therefore, the attitude of health personnel for the level of normative commitment increases the level of flexible working practices.

When considered statistically significant ($F=31,992$; $p=0,000<0.05$) regression analysis in order to determine the relationship between attitudes towards flexible working practices and general organizational commitment was found meaningful

The level of emotional commitment to flexible working practices as determinants of the relationship between attitude variables (explanatory power) was found weak ($R^2=0,124$). The attitude of health personnel for the level of general organizational

commitment increases the level of flexible working practices. ($\beta=0,742$).

Discussion

According to the research performed on 100 person and carried out by Jain and Swami in 2014, Through flexible working increases the productivity and decreases the absenteeism. However, employees give better service to the organization (Jain ve Swami, 2014).

According to Leschke, flexible working practices could result in the social problems. For instance, it could increase to operating uninsured workers. However, it will provide benefits especially for married couples. For families owing to children, it was ensured the advantages by progressing different permitting systems

According to this study, the attitude of health personnel for the level of emotional commitment, compulsory commitment, normative commitment and general organizational commitment increases the level of flexible working practices.

According to research performed by Kördeve (2016) on 224 person, it was reached the similar conclusions (Kordeve, 2016).

Likewise, Scandura ang Lankau (1997)'s research on the adhesion of 160 managers, they said that it was seen the increasing of job satisfaction and organizational adaptation in individuals with flexible working conditions. It also has been observed to exhibit more flexible work practices attitudes towards women than men.(Scandura ve Lankau, 1997).

The being of relationship between the variables of the study supports the research hypothesis.

According to the literature, the advantages of flexible working are facilitating of the employment of women owing to children and ensuring benefit from women employeesup (Kocacık ve Gökkaya, 2005). Atypical employment rates particularly among women in Europe have increased from 1987 to 2009, the proportion of flexible working has increased among total employeesup from 12.7% to 20.9%(Leschke, 2011).

According to this study, as the attitude of health personnel for the level of emotional commitment, compulsory commitment, normative commitment and general organizational commitment increases the level of flexible working practices, the attitude of health personnel for the level of compulsory commitment dooesn't affect the level of flexible working practices.