

Demographic and Psychological Factors Predicting Organizational Commitment among Industrial Workers

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ABSTRACT This study investigated the relationships of demographic factors (age, marital status, gender, job tenure, and educational level), emotional intelligence, work-role salience, achievement motivation and job satisfaction to organizational commitment of industrial workers. Participants were 320 employees (male = 170, female = 150) randomly selected from 5 service and 5 manufacturing organizations in Oyo State, Nigeria. Measures of biographical data, emotional intelligence, work-role salience, achievement motivation, job satisfaction and organizational commitment were administered on the sample. Hierarchical multiple regression analysis was used to analyse the data collected. Results showed that emotional intelligence, work-role salience, achievement motivation, job satisfaction and all demographic factors except gender significantly predicted organizational commitment of the workers. Findings suggest the need for organizational managements and psychologists to consider the factors investigated when designing programmes for increasing the organizational commitment of the workers.