

**A STUDY OF ORGANIZATIONAL COMMITMENT OF THE EMPLOYEES IN TCS,
COIMBATORE**

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ABSTRACT

Organizational commitment is one of the key variables that are expected to be skillful during the job and most of the employees could increase the attention of higher authorities while performing extra ordinary. Organizational commitment is related concepts which play a major role over the rate of turnover of each employee in the IT companies. An employee who is contented with job brings in a positive effect and organizational commitment thereby enhancing the productivity. So, this study aimed to find the organizational commitment of the employees in TCS, Coimbatore. For the purpose, this study has chosen 125 employees by approaching random sampling method. The opinion of the employees on their organizational commitment has been collected with the help of structured questionnaire which distributed among the population. The questionnaire has consisted of employees' demographic profile and statement related organizational commitment (5 points Likert scale method). The collected primary data are tabulated with the help of MS-Excel and analyzed by using the statistical techniques like percentage analysis, mean score, standard deviation and Correlation analysis. In addition, the null hypothesis has been framed and tested for analysing the relationship between selected variables and organization commitment. This study showed that majority of the employees are belong to 36-45 years of age group, male employees, qualified PG and 11 to 15 years of working experience.

Keywords : TCS, Organizational Commitment, Productivity and Employee Retention.

1. Introduction

Human resource is an essential asset of IT companies because humans are the main resource, which grows skill and experience with the passage of time. Thus, human resource is very important to achieve organizational goals of IT companies. Human resource department is built to deal businesses that are related with the employees of the TCS. It is an imperative for the organization to have the commitment of employees. Organizational commitment is related with the profitability and competitive position of TCS in the market. Organizational Commitment is also defined as the employees' positive attitude toward the work in the organization and their readiness to do work for their organization. Employees are the valuable possessions of IT companies so it is imperative for the organization to keep their employees happy and satisfied. This leads to less absence from their work and less employee turnover which reduces the cost of hiring. Employee commitment is the energy, passion or fire that employees have towards their work and the employer. It is not surprising that organizations of all sizes and types have invested substantially in policies and practices that foster engagement and commitment in their workforces. Employees who are engaged in their work and committed to their organizations give companies crucial competitive advantages including higher productivity and lower employee turnover.

2. Review of Literature

The researchers Mohapatra et al. (2019) revealed that all aspects of organizational commitment were highly correlated with job satisfaction and significantly influenced job satisfaction. Also, they feel motivated and contribute accordingly for the organization and satisfied employees promoted a sense of responsibility towards the smooth functioning of the organization and exhibited Organization Citizenship Behaviour (OCB). The study of Lolitha and Johnney Johnson (2014) noticed that all selected demographic variables did not show the significant variation with work engagement. Hence, the value of mean and SD indicated that majority of the employees were