



CONSCIENTIOUSNESS IN PUBLIC SECTOR AND ITS IMPACT ON ORGANISATIONAL COMMITMENT DIMENSIONS

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ABSTRACT

This study investigates the role of conscientiousness in the public sector and its influence on various dimensions of organizational commitment. Conscientiousness, a personality trait characterized by self-discipline, responsibility, and reliability, is believed to play a crucial role in shaping employees' attitudes and behaviours within organizations. The public sector, known for its distinct organizational structure and societal impact, provides a unique context to explore these dynamics. The research employs a mixed-methods approach, combining quantitative surveys and qualitative interviews, to gather comprehensive insights from public sector employees. Quantitative data will be analyzed using statistical methods to establish correlations between conscientiousness and organizational commitment dimensions, such as affective commitment, continuance commitment, and normative commitment. Additionally, qualitative data will provide a deeper understanding of the mechanisms through which conscientiousness influences employee commitment in the public sector. The findings of this study aim to contribute to both theoretical and practical aspects of organizational psychology in the public sector. Understanding the link between conscientiousness and organizational commitment can aid in the development of targeted interventions and human resource management strategies to enhance employee engagement and satisfaction. This research has the potential to inform policymakers, human resource practitioners, and organizational leaders on how to optimize conscientiousness as a valuable asset within the unique challenges and dynamics of the public sector. Ultimately, fostering conscientiousness may contribute to a more committed and resilient public sector workforce, positively impacting organizational performance and service delivery.

Keywords: *conscientiousness, Public sector organization, organizational commitment, affective commitment, continuance commitment, normative commitment*

1. INTRODUCTION

Conscientiousness, a fundamental personality trait, plays a pivotal role in shaping individuals' behavior within the workplace. In the context of the public sector, where accountability, adherence to regulations, and commitment to public service are paramount, the influence of conscientiousness on organizational commitment dimensions becomes a crucial area of investigation. This study aims to delve into the specific dynamics of conscientiousness within the public sector and its implications for organizational commitment.

The public sector, with its distinct organizational culture and emphasis on serving the community, presents a unique context for examining conscientious behavior. Individuals exhibiting high levels of conscientiousness may thrive in bureaucratic environments, where precision, reliability, and adherence to established norms are integral. Understanding how conscientiousness manifests in the public sector and its impact on organizational commitment dimensions, including affective, continuance, and normative commitment, holds practical



significance for human resource management strategies tailored to this sector. Through empirical examination, this research seeks to unravel the nuanced interplay between conscientiousness and organizational commitment, contributing to a more comprehensive understanding of employee engagement and allegiance within public sector organizations.

Present study is aimed to examine the assumed different in organizational citizenship behavior in public sector employees. Organizational citizenship behavior is a key determinant of organizational culture in any organization. In India, much work has not been done to explore the perceived conscientiousness in public sector and its impact on organisational commitment dimensions. The present study clearly aims to reduce this gap of literature. On the basis of the list of antecedents of organizational citizenship behavior, following model is used to measure the conscientiousness in public sector and its impact on organisational commitment dimensions taken for present study.

2. OBJECTIVE OF THE STUDY

1. Organizational commitment behavior enhances the conscientiousness level in public sector organizations.

3. HYPOTHESES OF THE STUDY

H0: Organizational commitment behavior has significant linear impact on conscientiousness of employees in public sector.

4. METHODOLOGY

The present study's research location includes the city of Hyderabad. To choose bank workers, a random sampling procedure is used, and data is acquired from a sample of 350 employees working in public sector banks. This information is gathered through the use of a pre-tested and organised questionnaire. To assess the data and generate conclusions, the research use a variety of analytical approaches such as regression analysis, ANOVA and t-test.

4. DATA ANALYSIS AND INTERPRETATION

Table 4.1. Regression Statistics for Conscientiousness and organisational commitment

Regression Statistics	
Multiple R	0.898683583
R Square	0.8883844
Adjusted R Square	0.888318916
Standard Error	0.341186798
Observations	350

Table 4.2. ANOVA table for Conscientiousness and organisational commitment

	df	SS	MS	F	Significance F
Regression	1	731.8788	731.8788	22839.9	.000
Residual	348	24.24123	0.063855		
Total	349	745.2			

Table 4.3. t -value and p -value for the regression result between Conscientiousness and organisational commitment

	Coefficients	Standard Error	t -Stat	P-value
Intercept	- 7.279791267	0.088326	-73.2863	.000
Organization Citizenship Behavior	0.444131545	0.004186	209.3887	.000

Table 4.1 exhibits regression statistics for Conscientiousness level in public sector organization and organization commitment behavior in public sector organization. R2 value is coming as 88.8% which is an indication of strong predictor model. Standard error is relatively low. Table 4.2 shows that F-value is significant which exhibits overall significance of regression model. Table 4.3 exhibits t -value and p- value for testing the slope of the regression model. Significant t -value and corresponding p- value is an indication of linear relationship between dependent and independent variable.

4. DISCUSSIONS

Table 4.1, 4.2, 4.3 exhibits the result of regression (linear) between Conscientiousness and organization commitment behavior for public sector organization. As expected the result is in line with the hypothesis. Conscientiousness increases or decreases with the increase or decrease in the organization commitment behavior level. Obviously Conscientiousness is positively correlated with the exhibition of organization commitment behavior. No matter employees come from public sector organization, involvements in Conscientiousness behavior enhances the level of organization commitment behavior.

5. CONCLUSION



This study contributes to the growing body of knowledge on the interplay between personality traits, specifically conscientiousness, and organizational commitment behavior. The positive correlation identified emphasizes the practical implications for public sector organizations aiming to enhance commitment levels among their employees through targeted interventions promoting conscientious behavior.

6. LIMITATIONS OF THE STUDY

Though we have taken all possible steps to provide the findings in a holistic way but as a natural phenomenon of any research present study is also not free from some limitations. A list of limitations observed on the present study is given as below:

1. Due to time constraint we could not have catered many public sector organizations.
2. Due to cost constraints geographic coverage of the study is limited.
3. Difference in Conscientiousness could have also been examined in the light of pre and post liberalization period in India.

7. REFERENCES

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