

The Relationship between Organizational Commitment and Work Performance: aCase of Industrial Enterprises

KAPLAN, Metin, Nevsehir Hacı Bektas Veli University, Faculty of Economics and Administrative Sciences, (TURKEY) Email: mkaplan@nevsehir.edu.tr

KAPLAN, Asli, Nevsehir Hacı Bektas Veli University, The School of Foreign Languages, (TURKEY) E-mail: akaplan@nevsehir.edu.tr

Work code CJ02F5005

Abstract

The aim of the study is to determine the impact of organizational commitment (affective commitment, normative commitment and continuance commitment) on employees' work performance. The sample consists of 329 employees working in businesses operating in Konya Chamber of Commerce and Industry in Turkey. According to the results of the regression analysis, affective commitment had a significant and positive impact on work performance, normative commitment and continuance commitment had no significant effect on work performance.

Keywords: affective commitment, normative commitment, continuance commitment, work performance