

DIMENSIONALITY OF ORGANIZATIONAL COMMITMENT TO CHANGE IN TERTIARY EDUCATION INSTITUTIONS IN MALAYSIA

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Abstract

Past researches have observed a shift in Organizational Commitment dimensions. This study takes a step further by validating the dimensionality of organizational commitment to change (OCC). Data was gathered through a survey using a structured questionnaire to public universities' lecturers in Malaysia. A total of 395 questionnaires were returned. A series of tests were conducted on the instruments validity (reliability, convergent validity, predictive and discriminant validity). The results from the analyses have indicated that these four dimensions have significantly contributed to number of publications among lecturers in public universities in Malaysia. Implications for practitioners and researchers are discussed.

Keywords: Organizational Commitment to Change, dimensionality, Teaching, Higher Education, Malaysia