



# **THE RELATIONSHIP BETWEEN WORKING CONDITION AND ORGANIZATIONAL COMMITMENT: The Case OF Addis Ababa University College of Commerce**

*Tadesse Mengistie Mamaru*

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Interest in teacher commitments is growing, but, most of the research on organizational commitment has been done by industrial-organizational and occupational psychologists. Very little research on organizational commitment has been conducted within educational settings. The focus of this book is to identify the antecedents of organizational commitment among Addis Ababa University Commercial College teachers. Fostering organizational commitment among the academic staff is important because, employees that are highly committed stay longer, perform better, miss less work, and engage in organizational citizenship behaviors and hence improve organizational commitment.

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