

## Shaping of Organizational Identification by Organizational Commitment: Example of Private Education Institutions in Malatya and Tunceli

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### *Abstract*

*This study examined the shaping of organizational identification concept by organizational commitment. Discussion continues within the literature on whether these are “different” or “the same” concepts. The present study was conducted in the light of the approach that “Identification and commitment are two different concepts and commitment is a predecessor of identification.” From this point of view, the problem statement of this study was defined as “Is organizational commitment a determiner of organizational identification?” and the main hypothesis was “organizational commitment is a strong determiner of organizational identification”. The Turkish literature lacks a sufficient number of studies analyzing “determiner” relationship between these two concepts and investigating whether these are two different concepts. Therefore, this study is thought to contribute to expanding the related literature.*

*The study population comprised 232 teachers and administrators employed in private education institutions operating in the Malatya and Tunceli Provinces of Turkey. The study sample consists of the 135 teachers and administrator. A questionnaire was used as the data collection tool. To test the main hypothesis and answer the study questions, “single sample t-test”, “correlation test”, “multiple regression test”, “independent samples t-test” and “one-way ANOVA” were conducted.*

*Identification levels of participants were found to be high. Mean affective commitment and normative commitment scores –two dimensions of commitment- among participants were found to be high while their continuance commitment scores were found to be at medium level. The regression model was found to be meaningful and the main hypothesis was suggested to be valid. Examination of identification and commitment values on the basis of demographic characteristics produced findings partially complying with the literature. This may have resulted from a reflection of theoretic confusion between these two concepts in the scales.*

**Key Words:** *Organizational identification, organizational commitment, teachers, private education institutions*