

TABLE OF CONTENTS

	Page
ACKNOWLEDGEMENT.....	i
LIST OF TABLES	iii
LIST OF ILLUSTRATIONS.....	v
 Chapter	
I INTRODUCTION.....	1
Statement of the Problem	2
Need and Significance of the Study	3
Objectives of the Study	6
Assumptions	7
Hypotheses	7
Delimitations	8
Organization of the Report	9
II REVIEW OF LITERATURE.....	10
Theoretical Literature	10
Concept of Commitment	10
Nature and Mechanism of Commitment	15
Becker's Theory of Commitment	17
Development of Professional Commitment	20
A Committed Teacher	21
Research Literature	23
Identification and Measurement	
of Professional Commitment	23
Factors Associated with Professional	
Commitment	27
Teaching Experience	28
Personal and Professional Characteristics	31
Professional Activities	32
Organizational Climate	32
Anticipated Length of Stay	33
Studies with Commitment as a Variable	36
Identification with an occupation	37
Nature of Commitment	38
Studies Based on Beckers Concept	
of Commitment	39
Summary of the Review of Literature	41

Chapter		Page
III	METHOD.....	43
	Theoretical Framework of the Study	43
	Variables in Relation to Commitment	45
	Research Design	46
	Procedure	48
	Location and Selection of the Population	48
	Measure of Professional Commitment	
	MOPC (Form E)	49
	Validation of the MOPC (Form E)	50
	Modification and Preparation of Instruments	52
	1.Development of Additional items	52
	Collection of Experience data	52
	Data from Literature	53
	Evaluation of Item Content	54
	Establishing Construct Validity of the Additional Items for MOPC Form A	56
	Content Validity of the Additional items for MOPC Form A	57
	Reduction of Response Set	57
	Scrutiny of the MOPC Form A	58
	Reliability of the MOPC Form A	60
	2.Development of the Continuance Commitment Scale	60
	Evaluation of Item Content	62
	Construct Validity of the Continuance Commitment Scale	63
	Content Validity of the Continuance Commitment Scale	63
	Reliability of the Continuance Commitment Scale	64
	3.Social Desirability Scale	65
	4.Organizational Climate Description Questionnaire	67
	5.Personal Data Form	69
	Pretesting of the Instruments	69
	Administering the Instruments	70
	Scoring and Analysis of Data	72
	Scoring of Data	72
	Analysis of Data	73

Chapter		Page
IV	ANALYSIS OF DATA FINDINGS AND DISCUSSION.....	74
	Population and Sample of the Study	75
	Reliability of the Data	76
	1. Personal and Professional Characteristics of Respondents and Organizational Climate	77
	Personal Characteristics	77
	Professional Characteristics	79
	Organizational Climate	79
	2. Status of Professional Commitment	81
	Status of Respondents on the MOFC Form A	82
	Status of Respondents on the Continuance Commitment Scale	86
	Predominance of the Kind of Commitment	88
	A Detailed Analysis of High Scorers on Value Commitment	92
	3. Description of Side-bets of the Respondents	94
	Nature of Side-bets of the Respondents	95
	Side-bets of Teachers in the Category of High Level of Value and Continuance Commitment	99
	4. Nature and Structure of Professional Commitment	104
	Relationship between Value Commitment and Continuance Commitment	105
	5. Association between Professional Commitment Personal and Professional Characteristics and Organizational Climate	110
	Association between Commitment and Selected Variables with Statistical Control for Intercorrelation Among Variables	112
	Value Commitment	113
	Continuance Commitment	113
	Professional Status	115
	Anticipated Length of Stay	117
	Organizational Climate	117
	Summary of Findings	120
	Discussion	124

Chapter	Page
SUMMARY.....	134
Conclusion	144
Recommendations for Further Study	145
BIBLIOGRAPHY.....	146
APPENDICES.....	153-212