

**DETERMINANTS OF ORGANIZATIONAL  
COMMITMENT AMONG FACULTY STAFF OF  
NIGERIAN UNIVERSITIES**

**O. J LADEBO**

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Department of Agricultural Extension and Rural Development,  
University of Agriculture, P.M.B. 2240, Abeokuta. Nigeria.  
E-mail: ladebo@unaab.edu.ng

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**ABSTRACT**

Organizational commitment refers to the degree to which an individual accepts the goals and values of an organization and the willingness to work towards the accomplishment of those goals. Therefore, the purpose of this paper is to investigate those factors that affect organizational commitment among the faculty staff of selected Nigerian universities. The information is to provide policy makers with a basis for inferential administrative action when confronted with a similar situation. A sample of 302 full-time faculty staff was drawn from four universities. The findings suggest that esteem need and faculty rank are negatively related with commitment, while prestige of institution, working conditions, job liking, supervisory relationships and self-actualization need have significant relationship with commitment. Among other means, organizational commitment of faculty members can be enhanced through a process of socialization, i.e. by aligning the individual's sense of identity with those of the organizations' values

**Keywords:** Faculty staff, organizational commitment, Nigerian Universities.