

Workplace Civility Impact on Student Worker Organizational Commitment and Perceived Organizational Support

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Abstract

The current study examined the previously unexplored relationship between the organizational climate variable of civility and student worker organizational commitment.

It shed light on the impact of a civil work climate during the formative years of students' lives. A sample of 141 student workers answered survey scale items selected to evaluate civility and organizational commitment. The study results showed that organizational climate variable of civility initially showed positive correlation to student worker organizational commitment, ($r = .37, p = < .01$). However, after controlling for perceived organizational support, it was found that the correlation between civility and commitment was no longer significant, ($r = .13, p = .17$). A path model analysis showed that the perceived organizational support variable was a significant mediator of the relationship between civility climate and organizational commitment.

Implications for research and application are discussed.

The Use of Information Communication Technology After Work
for Work-Related Matters

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Abstract

The current study examined employees' use of information and communication technologies (ICT's: computers, smartphones, tablets, email, etc.), to perform work-related tasks during their non-work time. Non-work time refers to times during which an employee is not officially required to work according to his or her work contract. Non-work time can be during evenings and early mornings on weekdays, on the weekend or during vacation. A sample of 59 employed participants answered a 30-question survey about ICT use. Results indicate strong correlations among all of the study variables. The study indicated that ICT use was significantly negatively correlated with employee's perception of organizational norms about segmentation rating ($r = -.41$, $p = .01$); ICT use was positively correlated with age, ($r = .33$, $p = .04$); and ICT use during non-work hours was significantly positively correlated with risk for Internet addiction, ($r = .36$, $p = .01$).

Keywords: technology, segmentation, Internet addiction, ICT use