

## Appendix 1. Organizational Commitment Scale (Rank between 1-5)

---

Affective Commitment	I would be very happy to spend the rest of my career with this organization.
	I really feel as if this organization's problems are my own.
	I do not feel a strong sense of "belonging" to my organization. (R)
	I do not feel "emotionally attached" to this organization. (R)
	I do not feel like "part of the family" at my organization. (R)
	This organization has a great deal of personal meaning for me
Continuance Commitment	Right now, staying with my organization is a matter of necessity as much as desire.
	It would be very hard for me to leave my organization right now, even if I wanted to.
	Too much of my life would be disrupted if I decided I wanted to leave my organization now.
	I feel that I have too few options to consider leaving this organization.
	If I had not already put so much of myself into this organization, I might consider working elsewhere.
Normative Commitment	One of the few negative consequences of leaving this organization would be the scarcity of available alternatives.
	I do not feel any obligation to remain with my current employer. (R)
	Even if it were to my advantage, I do not feel it would be right to leave my organization now.
	I would feel guilty if I left my organization now.
	I would not leave my organization right now because I have a sense of obligation to the people in it.
	I would feel guilty if I left my organization now.
	I owe a great deal to my organization.

---