

The impact of psychological factors on the formation of the state employment service staff's organization commitment

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Research Methodology. Defined set of methods by which the main factors, influencing the development of State Employment Service staff's commitment to the organization, were examined.

Results. Results showed the presence of a statistically significant positive correlation between organization commitment, its components and meso-level factors, such as favorable socio-psychological climate and the level of organizational development. The analysis of the impact of micro-factors, namely the level of job satisfaction and motivation structure to the formation of organization commitment and its components was conducted. The study determines the presence of statistically significant relationships between organization commitment and such aspects of job satisfaction as: the presence of interest in work, satisfaction with achievements in work, satisfaction with relationships with management and staff, priority for State Employment Service staff of work performed to high earnings, satisfaction in working conditions, professional responsibility. The study showed the presence of a statistically significant negative relation between financial motive and normative organization commitment.

Novelty. The problem of formation of organization commitment by State Employment Service staff has not been previously examined as a special subject of empirical research.

The practical significance. Taking into account results of the survey, it is recommended to develop and conduct psychological and organizational training for management to improve knowledge about meaning, main goals and formation factors of organization commitment in State Employment Service of Ukraine.