

Analysis of Influence of Intrinsic Motivation on Employee Affective Commitment

Authors : Yashar Ibragimov, Nino Berishvili

Abstract : Technological, economic and other innovation-related advances of the 21st century have influenced the old, traditional business models. Presently, organizational change has become an integral part of corporate strategy for the majority of businesses. Such shifts have resulted in both new challenges and opportunities. The expansion of the use of information and communication technologies has driven fundamental shifts towards digital change. Organizations are being forced to revise processes, goals and overall mission in order to stay competitive in the marketplace. However, the implementation of digital transformation brings uncertainty, causes stress and raises concerns about future jobs. The study employs systematic literature review to fill the gap in understanding relationship between employee motivation and commitment during the transformation. A conceptual model proposes the antecedents (OCB and Leader Member Exchange) of employee motivation and investigates its impact on employee commitment to change. The utilized model elucidates how to maintain employee motivation and commitment in the context of organizational transformation and sets the ground for future research.

Keywords : employee motivation, change commitment, change management, leader member exchange, organizational citizenship behavior

Conference Title : ICOBPL 2024 : International Conference on Organizational Behavior, Performance and Leadership

Conference Location : Venice, Italy

Conference Dates : April 04-05, 2024