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Spanish Adaptation and Validation of Measuring Instrument of Organizational Commitment from Meyer, Allen and Smith (1993)

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Abstract: This paper is part of an ongoing research about “human management” which includes employee’s organizational commitment as dependent variable. The objective is validating the instrument for measuring organizational commitment, translated and adapted from Meyer et al. (1993) scale. Originally it is composed of 18 items that assess the commitment of employees through 3 dimensions: affective, continuous and normative commitment. A total sample of 253 workers at supervisory, technical and labor levels in maquiladoras in Ciudad Juarez was used. As a result, three items were removed and a 0.90 Cronbach’s alpha was obtained. The principal component analysis verifies the existence of 3 factors with a KMO = 0.89. SEM using Unweight Least Squares (ULS) method, obtained model fit with a value of CMIN/df= 3.179, GFI = 0.989, AGFI = 0.983, NFI = 0.983, PNFI = 0.749 and RMR = 0.092, being acceptable (Bentler & Bonett, 1980). It is concluded that the scale is suitable for measuring the construct and as a recommendation for greater contribution could be validated in an alternative context to that used in this research.

Keywords: Organizational Commitment, Adaptation, Validation.