



# Public Administration Research Colloquium

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## Relationship among managerial support, satisfaction and organizational commitment: A comparative study of nonprofit, for-profit and public sectors in Turkey

By **Dr. Abdurrahim Emhan**

**Wednesday, March 23, 2011**

**4:00-5:30 p.m.**

**HPA II – 247**

Please RSVP by March 12, Tuesday to Fatih Demiroz at [fdemiroz@mail.ucf.edu](mailto:fdemiroz@mail.ucf.edu).

In this study, the concepts of managerial support, job satisfaction and organizational commitment were examined and compared with the nonprofit, for-profit and public sectors. In this context, the job satisfaction and organizational commitment levels depending on managerial support within education and health sectors in Turkey were questioned. The job satisfaction and organizational commitment scale and 750 survey forms were distributed to the organizations. Of those forms, 614 were evaluated. As a result of analysis, it was identified that there was a linear relationship depending on administrative support between the overall satisfaction level and organizational commitment. Some differences in terms of the managerial support, job satisfaction, and commitment in were found the three sectors. In addition, while there were no differences in terms of age, sex, marital status and education among demographic variables, less satisfactions and commitment were found among doctors in comparison to other participants.

### **Dr. Abdurrahim Emhan**

He was born Diyarbakır, Turkey. He graduated from military academy as a sergeant in Turkish Air Forces in 1987 from Izmir. He got his bachelor's degree in economics in 1993 during his active duty, Anadolu University. He got master degree in business and organizational management from Dumlupınar University in 1997. He got doctoral degree in 2003 from Selcuk University. His dissertation research was on "organizational health". Between 1997 and 2003, he worked in 4<sup>th</sup> main jet base and personal department of Turkish Air Force headquarters. After completing 20 years at different posts, Dr. Emhan resigned from Turkish Air Force in 2007. He is currently working as an assistant professor at Faculty of Economics and Administration, Dicle University in Turkey. He is a visiting scholar at Center for Public and Nonprofit Management for a one year period.

