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The Relationship Between The Level Of Attachment In Romantic Relations, Affective Commitment And Continuance Commitment Towards Organization : A Field Research

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Abstract

Romantic relationship/love is the expression of the intensive desire of being an entity with someone else, in a cognitive, behavioral and emotional aspect. Organizational commitment is clarified by the acceptance of organizational aims and values, employees' willingness to stay in their own organization and their intention to display more efforts. In this study, it was analysed whether there is a relation between the level of attachment / passionate love felt by the employees within their romantic relationships, the affective commitment and continuance commitment of the employees towards their organizations. The survey method was used as a data collection tool. With the use of "Organizational Commitment Scale" and "Passionate Love Scale", surveys were applied to doctors and nurses selected from a health institution. Surveys were analysed via the package programme of STATA-11/EVIEWS-7/ SPSS-21. According to the result of the analysis, it was determined that a positive side and weak relation exist between the level of passionate love, affective commitment and continuance commitment.

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1. Introduction

Attachment may be explained as the emotion felt by the individuals to parents who adopt themselves and valuable objects in their own lives (Cakir, 2001, 36). Meanwhile, commitment may also be defined as the sum of powers which attach an individual to any situation or any idea and becloud giving up that situation. (Freedman, Sears, Carlsmith,

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1998, 443). The absence of meeting the most prior needs for people: ‘‘establishing a bond’’ and ‘‘belonging’’, cause the disappear of feelings such as ‘‘gain favor’’, ‘‘approve’’ and entirely ‘‘belonging’’ which have been attachment figures. Also, this brings about the breakdown of feeling of security and the loss of the feature of a social being. In that context, the person becomes someone who can not get in contact at a continuous and compatible way with the area he/she lives (Allen,427). Attachment patterns that have been accepted from birth, become a quality of the individual himself/herself. Get persistent all life, affect behaviours and thus the establishment bond of the individual with his/her nursemaid, friend, teacher, partner or someone from the opposite sex, he/she get in relation has been stated that he/she tends to transfert this quality or similar characteristics (Bowlby,2012,166).

In this study, attachment patterns have been deliberated to correlate with different contexts and conditions from the fact that a child acquires a type of attachment in relation between the child and his/her mother or his/her nursemaid and the type of attachment affects all relationships with other people. More, the relation between the attachment of romantic relationships of individuals with his/her partner and the affective and continuance commitment towards their organization has been asked to get analysed. The attachment level to a partner and the elements of the organizational commitment which are the affective and continuance commitment will be separately analysed. In this study, the level of normal passionate love has been expected to remain in a positive correlation with the affective commitment and level of excessive passionate love being a positive correlation with the continuance commitment as well.

2. Romantic Relations / Love

Concerning love, several definitions are being given following as ‘‘commitment, interest, responsibility, respect, percept, the deactivation of cognitive activity, permanent addiction, sensitive reaction of the body to the beloved one (Atak-Tastan, 2012,521). Related to the theme, for over 30 years of studies, Rubin’s ‘‘love and like’’, Hatfield’s ‘‘passionate love and compassionate love’’, Sternberg’s ‘‘love triangle’’- ‘‘eight various of love’’ and Lee’s ‘‘love styles’’- ‘‘six love styles’’ have been observed to form a base (Ercan,2008).

However, in this study, the categorisation of love regarding the Hatfield- even the concept of ‘‘passionate love’’ from this category will be emphasised. According to Hatfield, love is separated into two: compassionate love and passionate love.

Whenever it may be a compassionate love, attitudes and behaviours such as intimacy, affection, touchiness, long term deeply attachment, liking, affinity, respect, self revelation are being displayed (Kim and Hatfield, 2004,175). That is a style of relationship in which individuals take care of each other, they are passionless and have similar features. They do not show any worried or obsessed behaviours in the absence of the beloved one (Buyuksahin, 2006,74).

As for, passionate love, it may be explained as the intense desire of being an entity with the lover. When love is mutual, it is associated to the union with wish and pleasure and it forms a gap, worry, despair and nakedness in case of separation. (Hatfield and Rapson,2007,1). The main character of passionate love seems its intense living (Hatfield and Rapson, 1994,583). Increased by pleasure and mystery, the attraction of physical apperances is important for partners and favourite physical features may be freely defined to be ‘‘fair, colored eyed, tall, etc.’’ (Atak,Tastan, 2012,526). The person is being physically and mentally influenced rapidly by the love object, so the relation builds up and gets extincted in a short period of time. (Hatfield and Rapson, 2007,21). The most appropriate individuals for living passionate love are those who are anxiously attached. Because of their low threshold of falling in love and their prone to build up love at first sight; these individuals establish fast any bond without knowing the other well and they live many rise and fall in their relationships. (Morgan and Shaver, 1999,114- Hazan and Shaver, 1994,3). Even if passionate love seems short lasting, it takes a dominance over his/her whole life; it lets very few energy to dailylife activities. (Atak,Tastan,2012,534). In order to measure passionate love with cognitive, affective and behavioristic dimensions ‘‘passionate love scale’’ was fostered by ‘‘Hatfield and Walster’’ (Hatfield, Rapson, 1994,583). The idealisation of the beloved or the relation, having intensive thought for him/her, knowing him/her well, desiring to let known are constituted cognitive components of this scale. Positive feeling when the relation gets well, negative feeling when it gets wrong, being loved, sexual attraction to the beloved are constituted emotional components of the scale. Finally, serving for him/her and establishing physical intimacy are constituted the behavioralist components of the scale (Ercan,2008).

3. Affective Commitment And Continuance Commitment Towards Organization

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