

Research on staff commitment:
A discussion paper (R-18, 1990)

This study measures the overall commitment of staff to the Correctional Service of Canada and to the type of work demanded in corrections. The research also investigates a number of attitude, personality and organizational variables which may be associated with variation in levels of staff commitment.

As this was a pilot study, participants were asked to provide feedback on the data collection package to assist the research team in identifying aspects of the study that needed clarification or elaboration and providing a general barometer on how a national study might be received by staff.

The methodology of the study required the support of two regions with a total of 30 employees (15 from each region). Employees from both community and institutional settings were involved, with job classifications ranging from correctional and case management officers to management-level employees.

In addition to the major criterion, organizational commitment, the study examined three additional organizational outcome measures: job satisfaction, motivation and job performance. A number of predictor measures were incorporated into the design of the study including demographic variables, job attitudes and personality variables.

The outcome of this pilot study provided the opportunity for an in-depth review of the research design and methods and set the stage for a larger scale national study. (See "Staff Commitment in the Correctional Service of Canada," Research Branch, CSC-1992, No. R-21.)