

ABSTRACT

Organisational commitment which assists employee involvement in companies and increasing the effectiveness of organisation has become crucial recently. Organisational commitment has positive effects on employee performance. Employees who are loyal to their organisations also have high performance; therefore, the aim of this research is to find out the effects of organisational commitment on employee performance of people employed in accommodating organisations.

In the light of this main aim, the research defines whether there is a difference between demographics, organisational commitment and outlook on performance of employees in accommodating organisations.

In the first section of this research, accommodating organisations, their general concept and the features of accommodating organisations have been defined; and also working conditions in these organisations have been examined. In the second section, the concept of organisational commitment, the signs of organisational commitment, factors effecting the commitment and appliances of increasing the commitment in organisations have been examined. Additionally, the concept of employee performance, performance evaluation methods and the benefits of performance evaluation has been referred to. Findings of the research carried out have proved the correlation between organisational commitment of employees and employee performance and the correlation between demographics of employees and understanding of performance.

Keywords: Accommodating Organisations, Organisational Commitment, Extensions of Organisational Commitment, Employee Performance,