

A Study of the Relationship between Organizational Atmosphere and Librarians' Organizational Commitment in Mashhad City Public Libraries

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Abstract

Purpose: The present research aims to study the relationship between organizational atmosphere and organizational commitment in the public libraries of Mashhad city.

Method: The present research is an applied descriptive survey research. The population is 117 librarians in the public libraries of Mashhad city. Data collection was done by questionnaires. The research questionnaire was designed based on Halpin and Craft's organizational atmosphere description and Meyer and Allen's organizational commitment questionnaire.

Findings: The findings showed that librarians' satisfaction with organizational atmosphere conditions in the items related to the individual's interaction with other staff (with total average of 4.17) is higher than their satisfaction in terms related to the interaction between the staff and the manager (with the total average of 2.83). It was found that the respondents' organizational commitment in all indexes is higher than average (3). Generally, there is no significant relationship between organizational atmosphere and organizational commitment in Mashhad city public libraries. Also, in terms of organizational commitment, there is no significant difference between male and female librarians, while the librarians with no degree in library science have more organizational commitment than those who have a degree.

Originality/Value: Till now, no research has been conducted regarding the organizational atmosphere and organizational commitment in Iran. This research has been conducted in the public libraries of Mashhad city for this purpose. This research also discusses one of the basic issues in the field of man power in libraries which needs deeper research.

Keywords: Organizational Atmosphere, Organizational Commitment, Public Libraries, Librarians