

A PROPOSED CAUSAL MODEL FOR THE ANTECEDENTS OF SAUDI TEACHING STAFF'S ORGANIZATIONAL COMMITMENT WITHIN PUBLIC UNIVERSITIES IN THE KINGDOM OF SAUDI ARABIA

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ABSTRACT_ *This research study sought mainly to build and test a causal model of the antecedents underpinning the organizational commitment of Saudi teaching staff within public universities in K.S.A. To achieve this purpose, a multi-dimension questionnaire has been used as a means of data collection from a randomly-selected sample of (1082) staff members within 12 universities. The study findings have revealed a statically significant correlations at (0.01) between all the variables representing the personal, work-related, and organizational antecedents and the overall organizational commitment level of Saudi university staff member. In addition, the proposed theoretical causal model has fulfilled goodness-of-fit conditions and proven valid for generality and application as it could reliably explain as up as to % 60 of the overall organizational commitment.*

KEYWORDS: *organizational commitment, antecedents of commitment, causal model, teaching staff.*