

Studies of commitment in changing working life

The topic of commitment at work has been on the research agenda for decades. The majority of studies deal with commitment in organisations, but other areas have also received some attention. Since the changes in working life include not only organisational change, but also the way workers understand organisations, the authors of this article sought to determine why – and in what ways – the developments in working life and organisations challenge commitment. The data consist of themed and structured interviews with managers and workers in two knowledge-intensive enterprises (N=27). In the enterprises, commitment to co-workers, one's own team, and immediate workmates was pronounced, but also commitment to one's career, organisation, and customers was noted. The intensity of cooperation with these different areas of focus was visible in the experiences of commitment. The manner in which the interviewees defined organisations affected where in the ranking list of different areas of focus the organisation was placed.