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Job resources and organisational commitment: A comparative study of Finnish organisations' units in Finland and Russia

This article compares organisational commitment and its antecedents in two Finnish organisations' units in Finland and Russia. The research sought to determine whether employees are more committed in Finland or Russia, and whether the commitment was predicted by similar components. The research methods used were descriptive and logistic regression analysis. The results show that the Russian employees were more committed in both organisations studied. Commitment is predicted by opportunities for self-development and a supportive work community in both countries. However, satisfaction with leadership or payment were not related statistically significantly to organisational commitment.