

Organizational Commitment Of Afad Istanbul Search And Rescue Unit

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Background:

Our study is intended to evaluate the Organizational Commitment of the Istanbul AFAD Search and Rescue Unit (AKB) employees operating at national and international level during disasters and to serve as a model for the other organizations that conduct national and international operations in the area of search and rescue.

Methods:

This research was carried out with a total of 75 employees from Istanbul AFAD AKB from 02.11.18 to 01.01.2019. Introductory Information Form and Organizational Commitment Scale were used for data collection. Findings of the study were evaluated via IBM SPSS Statistics 22.

Results:

Among 71 persons who participated in the study, it was determined that 91.5% were male, 50.7% were at the age of 40 or older, 81.7% were married, 67.6% had bachelor's degree, 63.4% were search and rescue technicians, and 50.7% were employed by their current organization for 10 years or less. Regarding the employees, it was found that 25.4% had very good organizational commitment while 54.9% faced issues in relation to the organizational commitment. OCS point average of the employees was 3.07 ± 0.20 and the obtained Cronbach Alfa internal consistency coefficient of the scale was 0.678. OCS points of those employed for 12 years or longer in total were determined to be high at statistically significant level. Also, OCS points of those who did not face any issue in relation to the Organizational Commitment were found to be high at a statistically significant level against those who faced issues.

Conclusions:

It is important to ensure work satisfaction, provide harmonization, and avert chaos and stress for boosting the

organizational commitment. Therefore, the managers should conduct activities intended to boost the employee commitment levels within the organization.

Key messages:

- Disaster is a significant public health issue and disaster employees are special.
- The issues faced by the employees that perform search and rescue operations must be considered important and resolved.