

Consequences of organizational commitment in abolished company sports team - A case study in Japan-

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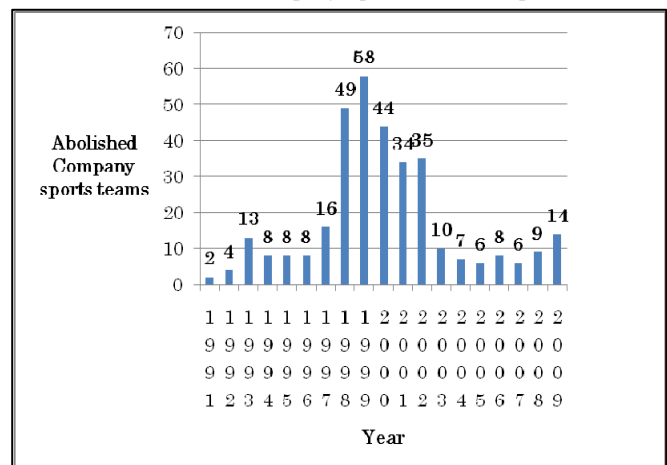
Abstract. The purpose of this study was to show that how the abolishment of company sports team influenced the organizational commitment in employees. In this study, Three-Component Model of Organizational Commitment (Meyer and Allen, 1997) was tested with 16 employees (10 males, 6 females) of T Company in NAGANO prefecture. The average age of the participants was 44, 50 years (SD=±0.85). And from 16 employees, 3 male employees were measured on organizational commitment with interview test. According to the analysis, the relation between organizational commitment in employees and the abolishment of company sports team was not positive significant correlation. Furthermore, results of interview test did not show the relation between organizational commitment in employees and the abolishment of company sports team. However, results of interview test showed the relation with organizational commitment of players in T Company sports team. Consequently, the goal to possess a sports team in T Company was not to boost organizational commitment in employees. In addition, it is necessary to reconsider the correlation among employees engaged in T Company in the future.

Keywords: bubble economy collapse, interview test, abolishment

1. Introduction

The number of company sports team is decreasing since bubble economy collapse in Japan (Table1). So far company sports teams have been quite successful before bubble economy collapse. According to Niwa S. and Harada M (2010), holding sport teams in own company motivate employees. Hence, it is not very useful from the economic perspective to hold sport teams in company (Niwa S. and Harada M. 2010). However, little is known about the influence of abolishment of company sport teams among employees. Therefore, the purpose of this study was to show that how the abolishment of company sports team influenced the organizational commitment in employees.

Table1
 Abolished Company Sports Team in Japan



2. Practice innovation (methods)

(1) Three-Component Model of Organizational Commitment (Meyer and Allen, 1997) was tested with 16 employees (10 males, 6 females) of T Company in NAGANO prefecture in questionnaire survey. The average age of the participants was 44, 50 years ($SD=\pm 0.85$). And (2) Interview survey was carried out targeting to a 3 male employees of T Company in NAGANO prefecture on November in 2010.

3. Findings and Discussion

According to the analysis, the relation between organizational commitment in employees and the abolishment of company sports team was not positive significant correlation. Furthermore, results of interview test did not show the relation between organizational commitment in employees and the abolishment of company sports team. However, results of interview test showed the relation with organizational commitment of players in T Company sports team. Consequently, the goal to possess a sports team in T Company was not to boost organizational commitment in employees (Table2). In addition, it is necessary to reconsider the correlation among employees engaged in T Company in the future.

Table2
Interview Comments

Interviewee	Mental change for the T company
A (age=48) male	I think that players in T company sports team want to contribute as much as possible to the company in the environment of being allowed to give a work while playing baseball. But, I don't think that employees in T company want to contribute.
B (age=43) male	I think that decrease of interchange between employees and employees in T company through the supporting influence for motivation of employees in T company.
C (age=30) male	Aa...I think that purpose of T company's employees was not supporting for players in T company sports team. So, I think that purpose of T company's employees was working for themself.

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