

Influence of Demographic Variables on Organizational Commitment among Catholic Religious Men and Women Working in Rural Areas: A Case of Lodwar Diocese in Turkana County, Kenya

Wambua Pius Muasa (PhD)

*Institute of Youth Studies, School of Arts and Social Sciences
Tangaza University College, Catholic University of Eastern Africa*

Abstract: Studies have shown demographic variables to have influence on organizational commitment among employees. However, there is scant of similar studies with Catholic religious men and women and especially those working in rural areas. The objective of this study was to establish the influence of demographic variables of age, gender, educational level, vocational identity and country of origin on organizational commitment among the Catholic religious men and working in Lodwar Diocese. The study adopted correlational research design. Using census sampling, a sample size of 131 Catholic religious men and women were included in the study. The data was collected using standardized questionnaire. Pre-testing of the standardized instrument was carried out before the actual data collection to ensure its reliability and validity. The data was analyzed using independent sample t-test and One Way ANOVA with SPSS Version 32. The independent t-test and One Way ANOVA results showed that there were no statistically significant difference on demographic variables of age, gender and vocation identity and county of origin on three domains of organizational commitment. Furthermore, the findings showed that the mean differences in terms of educational levels were not significant on two domains of organizational commitment: Affective commitment $F(3,127) = 1.744, p > 0.05$ and Continuance commitment $F(3,127) = 0.826, p > 0.05$. However significant educational level differences were identified in Normative commitment $F(3,127) = 3.008, p < 0.05$.

study by Negin Memari (2013) found that young teachers are more self-driven towards their work compared to teachers who are more than 40 years. In addition, the study claimed that young teachers have minimal opportunities due to their lack of experiences which demands them to stay in the organization leading to more organizational commitment compared to those who are older. On regards to gender, the findings showed that male teachers were more committed to the organization compared to the female teachers. The reasons for females to score low in organizational commitment compared to males is because women value family responsibilities than organizational responsibilities (Negin Memari, 2013).

Siva et al. (2014) conducted a quantitative study to examine the impact of demographic factors on organizational commitment among educators in vocational colleges in Malaysia. The study utilized 362 educators and organizational commitment scale was employed to collect data. The results showed that there was no significant difference between gender, marital status and educational level on organizational commitment of the educators. However, the study found a significant difference between age groups and organizational commitment among the educators. Moreover, Josephine et al. (2017) conducted a study to examine the effects of demographic variables on work attitudes and intentions to quit among employees in Cape Coast Elmina. The results showed that there was a significant difference between age and educational level on organizational commitment. Another descriptive study by Nazir et al. (2020) in Rawalpindi and Islamabad was carried out to establish the relationship between organizational commitment and demographic variation of private secondary school teachers. The study selected 860 teachers to participate in the study. The data was collected using Organizational Commitment Scale. The results from ANOVA showed there was significant relationship between educational level, professional competence and marital status with organizational commitment.

I. INTRODUCTION

Globally, studies have revealed that demographic variables have an influence on organizational commitment among employees. For instance, Padmavathy and Premavathy (2018) conducted a study with a sample of 100 teachers who were working in government schools in Chennai city. The study was to examine the influence of demographic variables on organizational commitment. The participants were selected through purposive sampling technique and self-administered questionnaire was used to collect data among the participants. The results showed that the teachers between age group of 23-40 years scored high in organizational commitment compared to those were teachers between ages of 41-58 years. A similar

Also, Sharma and Zaher (2018) conducted a study with an aim of examining the relationship between demographic variables and affective commitment in workplace. Gender, age, education, position, and experience of employees were demographic variables that were captured in the study. The study selected 498 participants which included officers, managers, and top management personnel in several banks in Malaysia. The results revealed that the experience, position and gender were statistically significant to affective commitment. However, there was no statically significant between age and education on affective commitment. A similar study by Engine and Ruya (2016) aimed at establishing demographic variables that have impact on job satisfaction and organizational commitment attitudes. The study was conducted in Alanya and Turkey with 821 employees who were working in Star accommodation enterprises. The results showed strong positive relationship between organizational commitment and job satisfaction. Furthermore, the findings showed that age had a greater influence on organizational commitment compared to other demographic variables. Marital status, education and gender were also statistically significant in terms of organizational commitment attitudes and job satisfaction.

Urvesh and Animesh (2017) carried out a study on the role of demographic variables on organizational commitment. The study utilized 593 employees who were working in Auto Component Manufacturing Companies in India. Results showed that there was no significant difference on gender, marital status, age and employees tenure category on organizational commitment. However, there was a significant difference between educational level and organizational commitment. The participants with post graduate degrees had less continuous commitment. Furthermore, a study by Donna (2015) on association between job satisfaction and organizational and religious commitment among 263 employees at a university in the northern Caribbean found age to have influence on organizational commitment. Respondents who were 46 years and older had a higher level of organization commitment ($M = 4.71$, $SD = 0.43$) than their younger colleagues between the ages of 26 and 35 years ($M = 4.40$, $SD = 0.46$) and those less than 25 years of age ($M = 4.24$, $SD = 0.65$).

Also in Africa, studies have shown demographic variables to have an impact on organizational commitment. For instance, in their study on relationship between organizational commitment and demographic variables, Emmanuel et al. (2015) using random sampling selected 206 employees who were working in commercial bank of Ghana to participate in the study. Results showed that male workers had high levels of organizational commitment compared to female workers. Furthermore, the findings showed significant relationship the between the demographic variables of gender, age, qualification, experience, and marital status with organizational commitment.

Though studies have shown demographic variables to have influence on organizational commitment among employees, there is lack of similar studies with Catholic religious men and women population and especially those working in Kenyan rural areas. Researchers have focused on organizational commitment in the context of secular organizations but overlooked it from the Faith Based Organizations. Based on lack of studies with Catholic religious men and women, the current study aimed at establishing the influence of demographic variables of age, gender, educational level, vocation identity and country of origin on organizational commitment among the Catholic religious men and women working in Lodwar Diocese.

II. METHODOLOGY

Research Design

According to Creswell and Creswell (2017), research designs are of inquiry in qualitative, quantitative, and mixed methods approaches which offer specific focus forms for techniques in a research design. The study adopted a correlational research design. The design is appropriate when the researcher aims at establishing a relationship between two or more variables. The design was suitable this study because it aimed at establishing the influence of demographic variables of age, gender, educational level, vocation identity and country of origin on organizational commitment among the Catholic religious men and women working in Lodwar Diocese.

Study Area

This study was conducted in Lodwar Diocese Kenya. A Diocese in the context of Catholic Church is a group of parishes that are governed by a Bishop. Basically, a Diocese is divided into parishes that are each overseen by a priest (Van, 1909). Lodwar Diocese is situated in the North-Western area of Kenya, west of Lake Turkana. In 1968 the Diocese was established as prefecture of Lodwar from the diocese of Eldoret. In the year 1978, it was promoted to become Diocese of Lodwar. It has 30 parishes served by Catholic diocesan priests, religious priests, religious brothers and sisters (Good, 2007). It is a remote and arid area characterized by poverty and harsh living conditions. The inhabitants are faced with many problems of getting clean water, food, health, education and conflict among communities. There are community conflicts due to lack of clean water and pasture for herds. The Catholic religious men and women work towards alleviating poverty by promoting peace among the communities, providing clean water, food, education, health services and above all spiritual nourishment (Good, 2007).

Study Population

The target population is the total group of individuals from which the sample might be drawn (McLeod, 2019). The target population was 131 Catholic religious men and women working in Lodwar Diocese (Priests, Brothers and Sisters). Currently there are 36 Catholic Priests serving in the Diocese

in which 27 of them are religious priests and 9 Diocesan Priests. There are 10 Catholic religious brothers and 85 sisters working in Lodwar diocese (Catholic Diocese of Lodwar Office Directory, 2021). Catholic religious men and women are people called to live a communal life, a life of prayer, professing the three evangelical vows of chastity, obedience and evangelical poverty. They also serve in apostolate in accordance with the different charisms of their founders. Their purpose of existence is rooted in Christ and his call. They have freely chosen to be celibate and see it as fundamental aspect of their commitment to others and God. They are not celibate out of necessity, misfortune, or coercion. Rather they have made an intentional commitment to a particular way of life that involves non-marriage. They profess the vow of poverty which means giving oneself, without reservation, to the cause of the reign of God, even if it means leaving one's family and renouncing the opportunity to marry and have a family. Finally, they profess the vow of obedience which is a commitment to the fundamental Christian principle that at the end of the day, all truth is communal (Austin, 1982).

Sample Size and Sampling Procedure

The study employed census sampling (Paul, 2007). Using census sampling, the study utilized a sample size of 131 which included the whole population under the study. It is a technique utilized by researchers with an intention of collecting data on the entire eligible element within a given population. It was suitable for this study because the population was small and therefore, the whole population was included as part of the sample size (See Table 1).

Table 1: Census Technique

Type of Population	Total Population	Sample Size
Diocesan Priests	9	9
Religious Priests	27	27
Religious Brothers	10	10
Religious Sisters	85	85
Total	131	131

Source: Lodwar Catholic Diocese Office Directory (2021)

Data Collection Methods and Instruments

The study employed a standardized questionnaire. The questionnaire contained two sections. Section A included data on the demographic variables of the participants which included age, gender, educational level, vocational identity and country of origin. Section B collected data on organizational commitment using Organizational Commitment Scale.

Demographic Variables

On regard to age, respondents were asked to indicate their age in the following categories: 20-30 years, 31-40 years, 41-50 years, 51-60 years, 61-70 years, and 71-80 years. Gender was classified as either male or female. The

respondents were asked to indicate their gender in the questionnaire. Education level was classified in terms of certificate, diploma, degree and masters. The respondents were asked to indicate their level of education based on the levels provided. Vocational identity was classified in terms of Religious Brother, Diocesan Priest, Religious Sister and Religious Priest. The respondents were asked to indicate their vocational identity based on the identities provided. On regard to country of origin, the participants were asked to indicate as Kenyan or Non Kenyan.

Organizational Commitment Scale

The organizational commitment was measured using a modified Organizational Commitment Scale. Allen and Myer designed the instrument in 1990. Affective commitment, continuance commitment, and normative commitment are the three dimensions of the Likert scale. The instrument consists of 18 elements, 6 of which are used to measure each dimension. The participant uses a 5-point Likert scale to respond to all of the items, ranging from strongly disagree (1) to strongly agree (5). The organizational commitment measure has been demonstrated to have strong internal reliability in previous studies. For instance, in a cross-sectional study in Pakistan, Abdullah (2011) evaluated the Allen and Myer Organizational Commitment Scale and found an alpha of 0.67 for emotional commitment, 0.53 for continuance commitment, and 0.67 for normative commitment. Furthermore, Gbadamosi (2006) discovered that Organizational Commitment Scale has an internal consistency reliability of .73 in African samples. Affective commitment had an alpha of .74, continuance commitment had an alpha of .74, and normative commitment had an alpha of .66. Some items include: "I would be extremely glad to spend the rest of my vocation life in this Diocese or Congregation"; "Leaving my Diocese or Congregation would disturb too much of my life"; and "I would feel bad if I left this Diocese or Congregation now". Items 3, 5, 6, and 13 have been reversed, and inverse scoring was used during the analysis. Some elements were changed to meet the study's target population. The words "career" was changed to "life," "organization" to "Diocese or Congregation," "job" to "minister," and "work" to "service".

III. RESULTS

Demographic Characteristics of Participants

The study sought to understand the demographic characteristics of the sample that filled the questionnaire. These demographic characteristics were sought and analysed so as to gain a clear understanding of the kind of respondents that were involved in the study.

Age Distribution of Respondents

The age of the respondents was taken into account in this study. Table 2 shows the results of the age distribution of the participants in the current study.

Table 2: Age of the Respondents

		Frequency	Percent
Valid	20-30 years	20	15.3
	31-40 years	48	36.6
	41-50 years	45	34.4
	51-60 years	13	9.9
	61-70 years	1	.8
	71-80 years	4	3.1
	Total	131	100.0

Field data, 2021

The findings in Table 2 indicate that majority of respondents (n=48; 36.6% and n= 45; 34.4%) were aged 31-40 years and 41-50 years respectively. On the other hand, the least number of respondents (n=1; 0.8% and n= 4; 3.1%) were aged 61-70 years and 71-80 years respectively.

Gender Distribution of Respondents

The gender of the respondents was sought in this study in order to establish their true representation in terms of sex. It was considered based on the understanding that gender roles and expectations differ and could be highly associated with burnout in Christian ministry. The results of the gender distribution of respondents are presented in Table 3.

Table 3: Gender Distribution of Respondents

		Frequency	Percent
Valid	Male	49	37.4
	Female	82	62.6
	Total	131	100.0

Field data, 2021

Table 3 shows that majority of respondents were females (n=82; 62.6%) compared to males (n=49; 37.4%).

Educational Level of Respondents

The study sought to understand education level of the respondents. This is because having attained a certain level of training, one can also be able to handle burnout related to work. The results of the educational level of the respondents were computed in terms of frequencies and percentages and presented in Table 4.

Table 4: Educational Level of Respondents

		Frequency	Percent
Valid	Certificate	25	19.1
	Diploma	57	43.5
	Bachelor's Degree	36	27.5
	Master's Degree	13	9.9
	Total	131	100.0

Field data, 2021

From the findings in table 4, majority of the respondents (n=57; 43.5%) were found to have acquired Diploma education followed by those who have acquired bachelor's degree (n=36; 27.5%). On the other hand, respondents who have acquired master's degree were the least (n=13; 09.9%).

Respondents' Country of Origin

The study sought to understand respondents' country of origin. This was important as one would be able to identify whether working outside their country of origin can experience burnout in Christian ministry. The results of the respondents' country of origin were computed in terms of frequencies and percentages and presented in Table 5.

Table 5: Respondents' Country of Origin

		Frequency	Percent
Valid	Kenyan	77	58.8
	Non-Kenyan	54	41.2
	Total	131	100.0

Field data, 2021

Table 5 shows that majority of respondents (n=77; 58.8%) were Kenyans as compared to non-Kenyans (n=54; 41.2%).

Respondents' Vocational Identity

Respondents' vocational identity was sought in this study. The results of the vocational identities of the respondents were computed in terms of frequencies and percentages and presented in Table 6.

Table 6: Respondents' Vocational Identity

		Frequency	Percent
Valid	Religious Priest	27	20.6
	Diocesan Priest	9	6.9
	Religious Sister	85	64.9
	Religious Brother	10	7.6
	Total	131	100.0

Field data, 2021

From the findings in Table 6, majority of the respondents (n=85; 64.9%) were religious sisters followed by those who are religious priests (n=27; 20.6%). On the other hand, respondents who were diocesan priests and religious brothers were the least (n=9; 6.9%) and (n=10; 7.6) respectively.

Influence of Demographic Variables on Organizational Commitment

Influence Age on Organizational Commitment

To test for significance of the mean differences of age on organizational commitment, One Way ANOVA was conducted and the results presented in Table 7.

Table 7: One Way ANOVA Results for Age Differences on Organizational Commitment

		Sum of Squares	df	Mean Square	F	Sig.
Affective Commitment	Between Groups	112.861	5	22.572	2.050	.076
	Within Groups	1376.315	125	11.011		
	Total	1489.176	130			
Continuance Commitment	Between Groups	153.875	5	30.775	1.392	.232
	Within Groups	2763.866	125	22.111		
	Total	2917.740	130			
Normative Commitment	Between Groups	27.826	5	5.565	.377	.864
	Within Groups	1845.899	125	14.767		
	Total	1873.725	130			

Field data, 2021

The One-Way ANOVA results in table 7 indicate that the mean differences in terms of age were not significant on all the three domains of organizational commitment: Affective commitment $F(3,127) = 2.050$, $p > 0.05$; Continuance commitment $F(3,127) = 1.392$, $p > 0.05$ and Normative commitment $F(3,127) = 0.377$, $p > 0.05$.

Influence of Gender on Organizational Commitment

To test for significance of these mean differences, independent sample t-test was conducted and the results presented in Table 8.

Table 8: Independent Sample T-Test Results for Gender Differences on Organizational Commitment

		t-test for Equality of Means						
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
							Lower	Upper
Affective Commitment	Equal variances assumed	-1.791	129	.076	-1.08512	.60601	-2.28412	.11388
	Equal variances not assumed	-1.743	92.728	.085	-1.08512	.62258	-2.32148	.15125
Continuance Commitment	Equal variances assumed	.046	129	.964	.03907	.85873	-1.65994	1.73809
	Equal variances not assumed	.047	110.877	.963	.03907	.83275	-1.61109	1.68924
Normative Commitment	Equal variances assumed	.963	129	.338	.66003	.68570	-.69665	2.01671
	Equal variances not assumed	1.027	120.824	.306	.66003	.64252	-.61203	1.93209

Field data, 2021

The independent t-test results indicate that there were no statistically significant gender differences on all the three domains of organizational commitment: Affective commitment $t(129) = -1.791$, $p > 0.05$; Continuance Commitment $t(129) = 0.046$, $p > 0.05$ and Normative commitment $t(129) = 0.963$, $p > 0.05$.

Influence of Educational Level on Organizational Commitment

To test for significance of the mean differences, One Way ANOVA was conducted and the results presented in Table 9.

Table 9: One Way ANOVA Results for Educational Level Differences on Organization Commitment

		Sum of Squares	df	Mean Square	F	Sig.
Affective Commitment	Between Groups	58.921	3	19.640	1.744	.161
	Within Groups	1430.255	127	11.262		
	Total	1489.176	130			
Continuance Commitment	Between Groups	55.831	3	18.610	.826	.482
	Within Groups	2861.909	127	22.535		

	Total	2917.740	130			
Normative Commitment	Between Groups	124.318	3	41.439	3.008	.033
	Within Groups	1749.407	127	13.775		
	Total	1873.725	130			

Field data, 2021

The One-Way ANOVA results in table 9 indicate that the mean differences in terms of educational levels were not significant on two domains of organizational commitment: Affective commitment $F(3,127) = 1.744, p > 0.05$ and Continuance commitment $F(3,127) = 0.826, p > 0.05$. However significant educational level differences were identified in Normative commitment $F(3,127) = 3.008, p < 0.05$.

Influence of Vocational Identity on Organizational Commitment

To test for significance of the mean differences, One Way ANOVA was conducted and the results presented in Table 10.

Table 10: One Way ANOVA Results for Vocational Identity Differences in Organizational Commitment

		Sum of Squares	df	Mean Square	F	Sig.
Affective Commitment	Between Groups	19.673	3	6.558	.567	.638
	Within Groups	1469.502	127	11.571		
	Total	1489.176	130			
Continuance Commitment	Between Groups	130.768	3	43.589	1.986	.119
	Within Groups	2786.973	127	21.945		
	Total	2917.740	130			
Normative Commitment	Between Groups	23.596	3	7.865	.540	.656
	Within Groups	1850.129	127	14.568		
	Total	1873.725	130			

Field data, 2021

The One Way ANOVA results in table 10 indicate that the mean differences in terms of vocational were not significant on all domains of organizational commitment: Affective commitment $F(3,127) = 0.567, P > 0.05$; Continuance commitment $F(3,127) = 1.986, P > 0.05$ and Normative commitment $F(3,127) = 0.540, P > 0.05$.

Influence of Country of Origin on Organizational Commitment

To test for significance of the mean differences between respondents' country of origin and organization commitment, independent sample t-test was conducted and the results presented in Table 11.

Table 11: Independent Sample T-Test Results for Respondents' Country of Origin Differences in Organizational Commitment

		t-test for Equality of Means						
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
							Lower	Upper
Affective Commitment	Equal variances assumed	.575	129	.567	.34608	.60230	-.84560	1.53776
	Equal variances not assumed	.571	111.894	.569	.34608	.60573	-.85410	1.54626
Continuance Commitment	Equal variances assumed	-.346	129	.730	-.29173	.84376	-1.96113	1.37768
	Equal variances not assumed	-.342	109.353	.733	-.29173	.85367	-1.98362	1.40016
Normative Commitment	Equal variances assumed	1.006	129	.316	.67821	.67383	-.65499	2.01141
	Equal variances not assumed	1.021	119.604	.309	.67821	.66443	-.63736	1.99378

Field data, 2021

The independent t-test results in table 11 indicate that there was no statistically significant country of origin differences on all the three domains of organizational commitment: Affective commitment $t(129) = 0.575, p > 0.05$; Continuance Commitment $t(129) = 0.346, p > 0.05$ and Normative commitment $t(129) = 1.006, p > 0.05$.

IV. DISCUSSION

The study was carried out to establish the influence of demographic variables of age, gender, educational level, vocation identity and country of origin on organizational commitment among the Catholic religious men and women working in Lodwar Diocese. The results indicated that the mean differences in terms of age were not significant on all the three domains of organizational commitment. That means Catholic religious men and women at any age can manifest affective commitment, continuance commitment and normative commitment. The findings of this study contradict Donna's findings (2015). The study looked at the association between job satisfaction and organizational and religious commitment among 263 employees at a university in the northern Caribbean. According to the findings, age has a substantial impact on organizational commitment. Respondents 46 years and older had a higher level of organization commitment ($M = 4.71$, $SD = 0.43$) than their younger colleagues between the ages of 26 and 35 ($M = 4.40$, $SD = 0.46$) and those less than 25 years of age ($M = 4.24$, $SD = 0.65$), according to a post hoc comparison using Student-Newman Keuls. Furthermore, the findings of this study disagree with findings of Padmavathy and Premavathy (2018) who conducted a study with a sample of 100 teachers who were working in government schools in Chennai city and the results showed that the teachers between age group of 23-40 years scored high in organizational commitment compared to those were teachers between ages of 41-58 years. A similar study by Negin memari (2013) found that young teachers are more self-driven towards their work compared to teachers who are more than 40 years. In addition, the study claimed that young teachers have minimal opportunities due to their lack of experiences which demands them to stay in the organization leading to more organizational commitment compared to those who are older.

Moreover, the findings are not in line with findings of Siva et al. (2014) in their quantitative study to examine the impact of demographic factors on organizational commitment among educators in vocational colleges. Their finding found a significant difference between age groups and organizational commitment among the educators. In addition, the findings does not match with findings of Engine and Ruya (2016) on establishing demographic variables that have impact on job satisfaction and organizational commitment attitudes among 821 employees who were working in Star accommodation enterprises in Alanya and Turkey. Their findings showed that age had a greater influence on organizational commitment compared to other demographic variables of gender, marital status and educational level. The findings of this study could have contradicted the findings of other studies based on the lifestyle of Catholic religious men and women. Unlike the employees who work in secular organizations to earn living, Catholic religious men and women are called to dedicate their entire life in the Church for the service of humanity, and

therefore, whether they are young or older, they are likely to be committed to their vocation.

On regard to gender influence on organizational commitment, results indicated that there were no statistically significant gender differences on all the three domains of organizational commitment. This implies that gender differences may not have influence on the three dimensions of organizational commitment among the Catholic religious men and women working in rural areas. The findings of this study resonate with findings of Donna (2015). The study found that there was no significant difference between females and males on organization commitment ($t = -1.84$, $p = 0.067$) when independent t-test was run. Similarly, Pala et al. (2018) study findings on the effect of demographic characteristics and job characteristics on organizational commitment in Serbia's Central European Organization agree with the findings of this study. The study findings revealed that gender of employee does not affect organizational commitment. Furthermore, the findings of this study is in agreement with findings of Siva et al. (2014) quantitative study on the impact of demographic factors on organizational commitment among educators in vocational colleges. The results showed that there was no significant difference of gender on organizational commitment of the educators. However, the findings of this study contradicted the findings of Negin Memari (2013) who found on regard to gender, male teachers were more committed to the organization compared to the female teachers. The reasons for females to score low in organizational commitment compared to males is because women value family responsibilities than organizational responsibilities (Negin Memari, 2013). Also the study findings disagree with findings of Sharma and Zaher (2018) in their study on the relationship between demographic variables and affective commitment in workplace among officers, managers, and top management personnel in several banks in Malaysia. The results showed that gender were statistically significant to affective commitment. Likewise, the findings of this study were not supported by the findings of Emmanuel et al. (2015) in their study with 206 employees who were working in commercial bank of Ghana. Results showed significant relationship between gender and organizational commitment. Catholic religious men and women are called to the same lifestyle in the Catholic Church and therefore, there could be no difference in terms of their organizational commitment.

On education, the findings indicated that the mean differences in terms of educational levels were not significant on two domains of organizational commitment: Affective commitment $F(3,127) = 1.744$, $p > 0.05$ and Continuance commitment $F(3,127) = 0.826$, $p > 0.05$. However significant educational level differences were identified in Normative commitment $F(3,127) = 3.008$, $p < 0.05$. This means that the level of education may have influence on normative commitment compared to affective and continuance commitment. This may imply that those Catholic religious

men and women educated by the congregation have a moral responsibility to give back to the congregation. These findings are consistent with Donna (2015) study findings on the dimensions of affective and continuance commitment except for normative commitment. The study was conducted to investigate job satisfaction and its relationship to organizational and religious commitment among 263 workers at Northern Caribbean University. The study found that there was no significant difference in organizational commitment among the educational level of Northern Caribbean University workers.

However, the findings of this study were not in line with findings of Urvesh and Animesh (2017) which found a significant difference between educational level and organizational commitment. Unlike employees who are likely to leave the organization and look for better opportunities after attaining higher levels of education, the Catholic religious men and women are likely to commit themselves in the Church despite of their academic achievements because of the nature of their calling. Catholic religious may not be motivated to gain high salaries but rather to serve the humanity and especially those who are poor and vulnerable in the society.

V. CONCLUSION

The demographic variables of age, gender, educational level, vocation identity and country of origin have no significant influence on organizational commitment among the Catholic religious men and women working in Lodwar Diocese. The findings could have been influenced by their lifestyle because the nature of their vocation requires them to make commitment in the Catholic Church for the service of humanity. Majority of studies in the area have employed quantitative approach and therefore, the study recommends the future studies to employ qualitative and mixed method approaches in exploring the phenomenon under study. Also, the study recommends the future studies to replicate the study with other helping professionals such as Protestant Clergy, social workers, counsellors, psychologists, nurses, doctors, and teachers to establish whether demographic variables have influence on their organizational commitment.

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