SFZ-P11 NIVO ORGANIZACIONE POSVEĆENOSTI ZAPOSLENIH U APOTEKARSKOJ USTANOVI SUBOTICA

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Cilj ovog istraživanja je ispitivanje nivoa i strukture organizacione posvećenosti zaposlenih u apotekarskoj ustanovi. Istraživanje je sprovedeno 2024. godine u Apotekarskoj ustanovi Subotica. Primenjen je kvantitativni istraživački pristup. Za merenje organizacione posvećenosti korišćen je upitnik organizacione posvećenosti (engl. Organizational Commitment Questionnaire – OCQ). Upitnik se sastoji od 15 tvrdnji, koje se procenjuju na petostepenoj Likertovoj skali odgovora. Uzorak je obuhvatio 17 zaposlenih Apotekarske ustanove Subotica. Stopa odziva ispitanika iznosila je 100%, a istraživanjem su obuhvaćeni svi zaposleni Apotekarske ustanove Subotica.

Rezultati ukazuju na visok nivo organizacione posvećenosti zaposlenih. Najviši stepen slaganja zabeležen je kod tvrdnji da je zaposlenima važna budućnost organizacije (M=4,70), da su spremni da ulože dodatni trud za njen uspeh (M=4,41) i da im je drago što rade upravo u toj organizaciji (M=4,41). Visoko su ocenjeni i osećaj ponosa zbog pripadnosti organizaciji (M=4,29), inspirisanost za rad (M=4,23) i percepcija organizacije kao poželjnog mesta za rad (M=4,23), dok su negativno formulisane tvrdnje o niskoj lojalnosti (M=1,41) i žaljenju zbog zaposlenja (M=1,58) imale niske prosečne vrednosti. Rezultate treba tumačiti uz određena ograničenja, budući da je istraživanje sprovedeno u samo jednoj apotekarskoj ustanovi i na relativno malom uzorku zaposlenih, što ograničava mogućnost generalizacije nalaza.

Nalazi ukazuju na to da zaposleni pokazuju izraženu lojalnost, identifikaciju sa organizacionim vrednostima i spremnost da doprinesu uspehu organizacije.

SFZ-P11 LEVEL OF ORGANIZATIONAL COMMITMENT AMONG EMPLOYEES IN A PHARMACY INSTITUTION SUBOTICA

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The aim of this study was to examine the level and structure of organizational commitment among employees in a pharmacy institution. The research was conducted in 2024 at the Pharmacy Institution Subotica using a quantitative approach. Organizational commitment was measured using the 15-item Organizational Commitment Questionnaire (OCQ) rated on a five-point Likert scale. The sample comprised all 17 employees of the Pharmacy Institution Subotica, yielding a response rate of 100%.

The results indicate a high level of organizational commitment among employees. The highest level of agreement was found for the statements that the future of the organization is important to employees (M=4.70), that they are willing to invest additional effort to contribute to the organization's success (M=4.41), and that they are pleased to work for this organization (M=4.41). High mean scores were also recorded for pride in belonging to the organization (M=4.29), inspiration to perform at their best (M=4.23), and the perception of the organization as a desirable place to work (M=4.23). Conversely, negatively worded statements regarding low loyalty to the organization (M=1.41) and regret over the decision to work in the organization (M=1.58) received low mean scores. The findings should be interpreted in light of certain limitations, as the study was conducted in a single pharmacy institution and involved a relatively small sample of employees, which limits the generalizability of the findings.

The findings indicate that employees demonstrate strong loyalty, identification with organizational values, and a willingness to contribute to the organization's success.

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