

The Predictive Power of Organizational Trust to Organizational Commitment in Elementary and High School Teachers*

Emine Babaoglan

*Bozok University, Faculty of Education, Yozgat, Turkey
Email: ebabaoglan@yahoo.com.tr*

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ABSTRACT The purpose of the study was to determine the levels of elementary and high school teachers' organizational trust and organizational commitment, and also, the predictive power of trust to the commitment of elementary and secondary school teachers. The research was carried out on 1862 teachers. It was discovered that the levels of organizational trust, commitment to school and commitment to the work group of the elementary and high school teachers were high. On the other hand, while the levels of commitment to educational works and commitment to teaching profession of elementary teachers were very high, that of high school teachers, were high. In the study, it was discovered that a low level positive and significant relationship, existed between the teachers' perception of organizational trust, and commitment (commitment to school, educational works, teaching profession and workgroup). These relationships are also valid for both elementary and high school teachers.