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Abstract

Commitment to Employment and Organisation: Finland in a European Comparison.

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There is no doubt that employment commitment and organisational commitment are widely endorsed social policy and organisational goals. However, there are few comparative studies that analyze how dimensions of national culture, in addition to individual characteristics, might relate to employment and organizational commitment. This paper compares employment commitment and organisational commitment in Finland, Germany, Great-Britain, Spain and Sweden. Individual-level data comes from *International Social Survey Program* (ISSP), Work Orientation module III (collected in 2005–2006). At first, the paper analyzes the possible country differences in employment commitment and organizational commitment. Then the individual-level determinants of employment and organizational commitment are compared in the research countries. Finally, it will be analyzed how certain dimensions of national culture identified by Schwartz (e.g. 2006; 2007) and Smith (et al. 1996; 2002) will relate to dependent variables. The data will be mainly analyzed by multiple regression analysis and hierarchical multiple regression analysis.