



Organizational Commitment

Emotional attachment to, identification with, and involvement of military members or employees to their units, characterized by a strong desire to maintain membership within the unit.

*Note: The following questions are the actual DEOCS questions.

1. I feel like “part of the family” in this organization.
2. This organization has a great deal of personal meaning to me.
3. I feel a strong sense of belonging to this organization.

The following questions can assist in conducting focus groups and interviews.

- How does your organization make you feel like part of the team?
- Are you aware of you unit’s values/missions/goals?
- What types of things does the command do to create a cohesive environment?
- How does the organization motivate you to give your best efforts to the organization?
- What does the organization do to encourage and reward superior performance?
- What does the organization do to encourage or discourage a personal commitment to the mission?
- Which strategies would you would implement to strengthen the commitment of unit members.
- What does leadership do that makes you want to be a part of your unit?
- What does leadership do that makes you excited to do your job?
- What could leadership do to make you want to remain in this unit?