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**The Impact of Corporate Social Responsibility
Perceptions on Employee Job Attitudes and
Workplace Commitment in the United Arab
Emirates**



Abstract

Society, business, and employees have different perspectives, desires, and outlooks when considering the place of organizations within society. The importance of employee engagement to an organization's success is well established in research. In addition, there has been substantial research interest in corporate social responsibility (CSR) and its impact on stakeholders. The aim of the research conducted for the purpose of this paper, was to focus on the internal stakeholder, more specifically, full-time tertiary university faculty, and the impact of internal CSR on workplace commitment. It is not well understood which tertiary workplace conditions influence faculty opinions about their organizations and what factors influence their commitment. The central research question posed by this study asked, Is there a relationship between the independent variable of internal CSR policy and the dependent variable of workplace commitment level of full-time tertiary faculty in the Emirate of Dubai in the United Arab Emirates? The internal CSR policy of an organization is comprised of four dimensions—economic, legal, ethical, discretionary—while the employee commitment level can be either affective, normative, or continuance. A self-administered online quantitative survey was employed to collect a total of 204 usable responses for the purpose of the research. The research found statistically significant relationships for the three hypotheses tested. The first null hypothesis—“There is no significant relationship between internal CSR dimensions—economic, legal, ethical, and discretionary—and workplace commitment level - affective—was partially rejected. The second null hypothesis—“There is no significant relationship between internal CSR dimensions—economic, legal, ethical, and discretionary—and workplace commitment level - normative—was partially rejected. The third hypothesis—“There is no significant relationship between internal CSR dimensions—economic, legal, ethical, and discretionary—and workplace commitment level - continuance—was partially rejected.