

## **WORKPLACE SOCIAL INFRASTRUCTURE AND EMPLOYEE COMMITMENT:**

### **A LITERATURE REVIEW**

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#### **ABSTRACT**

*This paper examined the relationship between workplace social infrastructure and employee commitment. The objective of the study was to examine how dimensions of workplace social infrastructure such as staff, guest house/club, housing scheme, and transportation facilities influence normative, affective, and continuance commitment. The method used for the study was a survey of literature. The following findings were made: state of the art staff guest house/club enhances normative commitment; well-planned housing scheme enhances commitment; transportation facilities also boost continuance commitment. The study concluded that adequate and functional workplace social infrastructure boost and sustains employees' commitment. Consequently, organizations should build, establish and equip staff guest houses and sporting clubs with state of the art facilities to cater for the recreational needs of their employees which will boost job satisfaction and intention to stay; management should provide well-furnished staff quarters, housing estates and subsidized residential houses with good pipe-borne water and electricity to lessen employees' financial stress associated with hiring or buying residential houses; and that management should issue car loans or provide official cars, staff buses and monitoring vehicles to ensure the safety and transit security of their staff as well as cater for their transportation costs to give them a sense of belonging. These will lead to organizational members' bonding with the organization; and thus, enhance employee commitment.*

**KEYWORDS:** *Affective Commitment, Continuance Commitment, Employee Commitment, Housing Scheme, Normative Commitment, Staff club/guest house, Transportation Facilities, Workplace Social infrastructure*

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