

THE “WORK INTEGRATED LEARNING
WORKPLACE SUPPORT SYSTEM”:
CONSEQUENCES ON STUDENT-WORKERS
COMMITMENT TO THE HOST
ORGANIZATION, THE WORK, AND THE
TEAM

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CONTEXT

- Student-workers in the workplace
- Role of stakeholders support
- The social exchange norm of reciprocity (Gouldner, 1960; Blau, 1964)
- The relationship between perception of support and commitment (Eisenberger et al, 2001)

QUESTION AND HYPOTHESES

- What are the different supports perceived by WIL student-workers? Do those supports contribute to the development of specific bonds of commitment to the host, team, or work?
 - » Newcomers in WIL programs perceive organizational supports
 - » In WIL programs, student-workers' perception of support develops commitment to organizational targets

RESEARCH DESIGN

Perceived coworkers' support
Perceived supervisor support



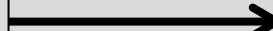
Commitment to the team

Perceived coworkers' support
Perceived supervisor support
Perceived organizational support
Perceived university support



Commitment to the work

Perceived coworkers' support
Perceived supervisor support
Perceived organizational support
Perceived university support



Commitment to the host organization

METHODS

- Respondents:
 - » 2457 (808) engineers enrolled in coop
 - » 4 to 24 months of work experience
 - » Ethics approval; \$6 remuneration
 - » Online questionnaire
 - » Response rate: 33.12%
 - » 70.9% Male, 29.1% females; age: 21
- Measurement instrument
 - » Likert-type scale from 1 to 5
 - » POS, Eisenberger et al (2001)
 - » Commitment (Klein et al, 2014)
 - » Reliability with Cronbach's alpha

RESULTS (1)

	M	SD	1	2	3	4	5	6	7	8
1- Sex	1.31	.51								
2- Length of experience	4.27		.010							
3- Perceived Organizational Support	3.71	.69	.044	.027						
4- Perceived University Support	3.09	.90	-.085*	-.172**	.069					
5- Perceived Supervisor Support	4.02	.73	.000	.008	.586**	.118**				
6- Perceived Co-workers Support	4.02	.85	-.005	-.026	.371**	.210**	.478**			
7- Commitment to Work	3.84	.83	.026	.010	.392**	.183**	.472**	.431**		
8- Commitment to Team	4.04	.70	.031	-.010	.379**	.075*	.511**	.436**	.701**	
9- Commitment to Host Organization	3.75	.91	.008	-.007	.447**	.159**	.468**	.412**	.760**	.690**

Note. ** $p < .001$; * $p < .01$; $N = 808$; $M = \text{mean}$; $SD = \text{standard deviation}$

RESULTS (2)

	Commitment to host organization		Commitment to work		Commitment to team	
	<i>Beta</i>	<i>t</i>	<i>Beta</i>	<i>t</i>	<i>Beta</i>	<i>t</i>
Perceived host organizational support	.242**	6.36	.149**	3.89	-	
Perceived University support	.071	2.12	.089	2.80	-	
Perceived supervisor support	.220**	5.41	.281**	6.88	.394**	10.82
Perceived co-workers support	.196**	5.45	.204**	5.64	.241**	6.62
<i>Model F</i>	79.846**		77.240**		153.642**	
<i>R</i> ²	.297		.290		.306	

**p<.001; N= 808

IMPLICATIONS (1)

- The activation of the social exchange norm of reciprocity through coop
- A hierarchical order in the perception of support
- A hierarchical order in the development of bonds of commitment
- The support from the educational institution?

IMPLICATIONS (2)

- Support provided by several stakeholders in the workplace
- The importance of co-workers and team
- Job complexity
- Strengthen the articulation in the stakeholders support

LIMITATIONS AND FURTHER RESEARCH

- Sample
- Self-reported data
- Theoretical foundation for WIL studies?
- Role of co-workers, team, group, informal supports
- Outcomes / targets?

REFERENCES

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THANK YOU

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