















relevance of SMEs in the development of the Nations industrial base abound. Also, future studies should try to replicate this study in other sectors of the Nigerian industrial/organisational base. This would increase the generalizability of the results. Furthermore, efforts should be made in future studies to use heterogeneous samples (i.e. people of different tribes and residents in Nigeria) as this would increase the generalizability of studies.

Finally, more antecedents of organisational commitment should be included in such studies as there are several others yet to be studied in Nigeria. Examples of these include alternative job opportunity, employee-leader relations, employee perception of organisation, career stage, corporate culture, turnover intentions among others.

#### 5.4 Summary/Conclusion

The study examined some antecedents of organisational commitment among SME employees in Nigeria. The participants were made up of one hundred and seventy-four participants drawn from 14 Small and Medium Scale Enterprises (11 service and 3 manufacturing organisations) in Imo State of Nigeria. Three measures employed in the study included Job-related Tension Inventory (JT), Job Characteristics Scale (JCS) and the three dimensional Organisational Commitment Questionnaire (OCQ). Based on the seven hypotheses postulated, it was ascertained through the One-Way MANOVA that three of the hypotheses were significant only in the affective and continuance dimensions of organisational commitment.

Age and gender were significant only in the Affective dimension while perceived job characteristics were significant only in the continuance dimension. The study recommended, based on the results, theoretical and practical implications aimed at ensuring a guaranteed national development. Also, based on the limitations discovered, several ideas were suggested for future research in organisational commitment and studies on SMEs in Nigeria.

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