

University of Texas of the Permian Basin

FalconCommons

---

College of Arts & Sciences

Dissertations & Theses

---

7-2000

## The Application of Attitude Functions to the Study of Job Attitudes

Alistair MacDonald

*University of Texas Permian Basin*

Follow this and additional works at: <https://falconcommons.utpb.edu/utpb-cas>



Part of the [Labor Economics Commons](#), and the [Work, Economy and Organizations Commons](#)

---

### Recommended Citation

MacDonald, Alistair, "The Application of Attitude Functions to the Study of Job Attitudes" (2000). *College of Arts & Sciences*. 73.

<https://falconcommons.utpb.edu/utpb-cas/73>

This Thesis is brought to you for free and open access by the Dissertations & Theses at FalconCommons. It has been accepted for inclusion in College of Arts & Sciences by an authorized administrator of FalconCommons. For more information, please contact [pappas\\_j@utpb.edu](mailto:pappas_j@utpb.edu).

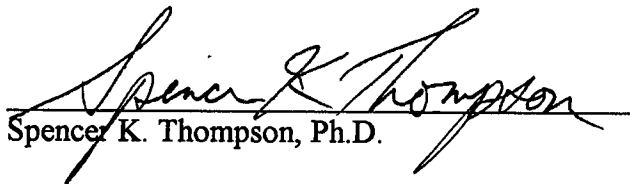
THE APPLICATION OF ATTITUDE FUNCTIONS  
TO THE STUDY OF JOB  
ATTITUDES

APPROVED BY SUPERVISORY COMMITTEE:



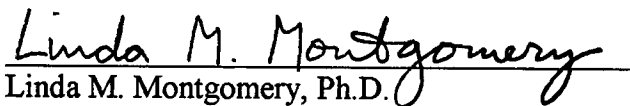
---

Robert A. Bartsch, Ph.D.  
Chairperson



---

Spencer K. Thompson, Ph.D.



---

Linda M. Montgomery, Ph.D.



---

Wilma R. Dye, Ph.D.  
Graduate Faculty Representative

**THE APPLICATION OF ATTITUDE FUNCTIONS  
TO THE STUDY OF JOB  
ATTITUDES**

**By**

**Alistair MacDonald**

**THESIS**

**Presented to the Graduate Faculty of Psychology**

**The University of Texas of the Permian Basin**

**In Partial Fulfillment**

**Of Requirements for the Degree of**

**MASTER OF ARTS**

**THE UNIVERSITY OF TEXAS OF THE PERMIAN BASIN**

**July 2000**

## Abstract

The current research applied the study of attitude functions to the domain of job attitudes. This study hypothesized that the psychological needs behind attitudes towards the organization would moderate the relationships between job attitudes. Forty-eight surveys were used from a sample of 81 faculty members. No significant moderating effects were found. However, a regression analysis found direct relationships between attitude functions and job attitudes. The social-adjustive (SA) function demonstrated a positive significant relationship with affective commitment and normative commitment. The self-esteem-maintenance function (S-E-M) demonstrated a negative significant relationship with affective commitment, normative commitment, and job satisfaction, and a significant positive relationship with continuance commitment. Implications for the organizational environment that should be facilitated at work are discussed.