



# Organisational Commitment and Work Engagement of Employees: Task Identity as A Moderator

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## Abstract

The moderating role of task identity between organisational commitment and work engagement was investigated in this study. Three standardised instruments were administered to 293 employees of a beverage company in Ogun State, Southwest, Nigeria. Two research questions were raised to guide the study. Data collection was physically done at the organisation. The mean and standard deviation were established through descriptive statistics, while multiple regression, and ANOVA were employed to determine the associations among variables and prediction of criterion by independent variables. The results showed a relationship among the three variables - organisational commitment, work engagement, and task identity. Findings also showed that the relationship between work engagement and organisational commitment is low when task identity is low. Similarly, the relationship between work engagement and organisational commitment is low when task identity is average. However, the relationship between work engagement and organisational commitment is high when the task identity is high. Recommendations, including organisations being conscious of the job design that would foster work engagement, were made.

**Keywords:** Work Engagement, Organisational Commitment, Task Identity