

# **The military service motivation influence on organizational commitment: The moderating effect of the Portuguese Air Force military work contract**

## **ABSTRACT**

In the last decades, the organizational commitment in military context has been assuming greater prominence in the scientific literature, as well as aroused an increased interest from military institutions, due to positive influences that this construct propitiates. Nevertheless, there are few approaches from military service motivation as its antecedent.

Based on investigations that point to the existence of an influence from public service motivation in organizational commitment, this dissertation aims to propose a model that establishes a relationship between military service motivation and the organizational commitment, moderated by work contract.

It is a hypothetical-deductive study of a quantitative nature, using a questionnaire composed by two scales and a 794 Portuguese Air Force military sample. The conceptual model proposed was estimated through structural equation models.

The results showed a military service motivation unidimensionality, construct validated in this study, about affective and normative components of organizational commitment. The findings allowed to verify the existence of a moderated effect of work contract in the relationship between military service motivation and organizational commitment constructs, where the influence of the military under contract is greater than that exercised by military in permanent staff.

In conclusion, the theoretical implications are discussed, as well as some suggestions for future work.

**Keywords:** Military Service Motivation; Organizational Commitment; Work Contract; Portuguese Air Force.