

## **SMEs’ Organizational Commitment: Enabling More Fulfilled Working Lives**

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### **Abstract**

Enabling is beyond engaging. Indeed, winning companies think more holistically about their people. They provide a strong support system that brings out the best that people have to offer by connecting with their journey to fulfillment. This study was conducted to examine the practices and problems of SME owners in Misamis Occidental in promoting organizational commitment among employees. Grounded theory was utilized as a qualitative research design with seven (7) participants who generously and willingly contributed their valuable responses through a semi-structured interview method. An interview guide was employed as the main instrument of the study. The data revealed that “Enabling more Fulfilled Working Lives” is the emergent theory of this study. It provides a concrete theoretical understanding of the systematic process involved in promoting organizational commitment, providing guidance, empowering employees to continue learning and developing, and obtaining the training necessary to continue delivering quality results. Therefore, it can be concluded that the theory of enabling more fulfilled working lives requires SME owners not just to give orders and commands to employees but also to be enabling managers who display entrepreneurial skills in their work which positively affects the commitment and performance of employees.

*Keywords: SMEs, Organizational commitment, enablement, fulfilled working lives, grounded theory, Philippines*