

## **Factors Affecting Lecturers' Commitment to their University – A Study in Ho Chi Minh City, Vietnam**

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### **Abstract**

Resulting from the globalization, there exists the fierce competition in all of the organizations in Vietnam. In higher education, education quality is built up by many factors in which lecturers are the cornerstone for the determination and development of the education quality, organization performance and competitive advantage, especially for sustainable development. This study is to identify factors and their impacts on employment (job) satisfaction, organizational trust, and lecturer's commitment to universities located in Ho Chi Minh City. Later, managerial recommendations and implications have been formed to the universities. Both of the qualitative method and quantitative method have been used with techniques as EFA, CFA, SEM from the 772 surveyed samples as university lecturers. The findings express job satisfaction and organizational trust impact positively on the lecturer's commitment. Additionally, the research shows its limitations by its samples the new researches.

### **Keywords**

Ho Chi Minh City (Vietnam), Job Satisfaction, Organizational Commitment, Organizational Performance, Organizational Trust, University.