Table 4

*Distribution of participants according to personal commitment to work*

|  |  |
| --- | --- |
| Personal commitment to work | % |
| *Characteristics of a committed person (4 profiles)* |  |
| Dedicated, gives the best of him/herself, and expresses a very high degree of responsibility | 33.0 |
| Good team spirit and collaboration | 25.0 |
| Loyal to employer | 23.0 |
| Always ready to meet challenges | 19.0 |
| *Level of commitment to work (1 item)* |  |
| Current commitment corresponding to desired commitment | 42.4 |
| Current commitment lower than desired commitment | 40.4 |
| Current commitment higher than desired commitment | 17.2 |