

The role of union leadership and identity in building union commitment

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ABSTRACT

In the face of declining union membership in Australia, the Australian Nurses Federation (ANF) (Victorian Branch) has increased their membership over 14 consecutive years. In this study, we surveyed 1020 Victorian ANF members to examine the role of union leadership, member belief in the union, collegial support, union satisfaction, workplace conditions and attitudes of employers, and demographic controls in building union commitment. Using linear regression modelling, our findings reveal that transformational union leadership, member belief in the union, collegial support, workplace conditions and age of the union member predict union commitment. Implications are drawn for both research and practice, particularly for union organising and the role of union leadership in building a workplace presence and creating a union identity.

