

THE FACTORS THAT HAS AN IMPACT ON ORGANIZATIONAL COMMITMENT: AN EMPIRICAL STUDY ON EDUCATIONAL INSTITUTE OF KARACHI

BY

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Declaration of Authentication

I hereby declare that no portion of the work referred to in this thesis has been submitted to support any application for another degree or qualification of this university or any other learning institution.

Student's Signature: *Karishma*

Dedication

I dedicate this dissertation to my parents who have worked hard for my education, and their dedicated partnership for success in my life.

Acknowledgment

I would like to thank God first for making me competent sufficient to do a little valuable.

For his kind time and commitment, I would particularly like to thank my supervisor Dr. Bashir Ahmad. During my study, any time I wanted, he took his precious time to help me; review my draught copies throughout; listen to me tolerantly; replied quickly to all my email questions and helped me every step of the way. Starting with teaching the research subject, he allowed me to grow independent thoughts and enormously learn.

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Abstract

Purpose

This research investigates the factors influencing organizational Commitment using a survey method within a quantitative research hypothesis. It explores how job enrichment, rewards, and employee empowerment impact organizational Commitment within institutes of Karachi, Pakistan. In this research, there is one variable that is Organizational Commitment, as a dependent variable, and the other are job enrichment, rewards, and employee empowerment as independent variables.

Methodology & Design

This report is based on primary research. However, this research's empirical framework is founded on the literature on the impact of job enrichment, rewards, and employee empowerment. Primary data is collected through questionnaires to answer the research questions.

Findings

The findings' picture is not straightforward, and some variation has come out which are quite different from general assumptions. The study has established that these three factors significantly impact organizational Commitment within Karachi, Pakistan, which is in concurrence with literature reviews on the topic.

Limitations

The study only focuses on staff in the educational organizing unit within Karachi, Pakistan. No comparison analysis is performed with a team in other organizational units that specifically vary from that of compensation.

Recommendations

Organizations should find out more ways to cater to the employees' motivation and boost their morale. So, it can get better productivity and improvement and go ahead towards growth and success.

Keywords

Organizational Commitment, Job Enrichment, rewards, and Employee empowerment

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