

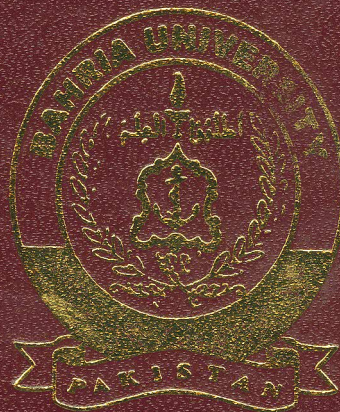
THE IMPACT OF ORGANIZATIONAL COMMITMENT ON
IN-ROLE JOB PERFORMANCE OF DOLPHIN FORCE
(A PROJECT OF PUNJAB POLICE): MEDIATING ROLE
OF ORGANIZATIONAL IDENTIFICATION AND
MODERATING ROLE OF TRAINING

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“The Impact of Organizational Commitment on In-Role Job Performance of Dolphin Force (A Project of Punjab Police): Mediating role of Organizational Identification and moderating role of Training”

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Abstract

Effective Human resource management is most vital key factor for the success of any project and dealing with people is most difficult thing in any project. For the success of any project/organization, performance of its employees contributes most. Same as in Punjab police, it is very important to have a police force whose performance is up to the required standards and public expectations. Performance enhances the overall outcome of the organization.

In this study, we find the factors that contribute towards job performance of employees which are organizational commitment as well as organizational identification. Committed individuals or employees perform their duties with dedication. Training is also considered a key factor to enhance effectiveness and efficiency of employees towards organizational goals. We study these factors in context of Dolphin police Force.

A quantitative approach was used in the current research. Furthermore extensive Literature was also reviewed for identifying literature support in this context. Questionnaires were distributed among 275 respondents of Dolphin police force. After data collection, Process by Hayes was used for mediation and moderation analysis in SPSS 23.0.

The results of SPSS revealed that organizational commitment has significant impact on in-role job performance of Dolphin police force and organizational identification partially mediates this relationship. However, impact of training is not proved to be significant in this relationship.

From the study, it is concluded that organizational commitment has significant impact on in-role job performance of Dolphin police force personals directly as well as through the mediation of organizational identification. This implies that if there is high level of organizational commitment then it will enhance the in-role job performance of Dolphin police Force. The higher command of Dolphin police force should try to implement the findings of this research with the aim to achieve project goals by enhancing job performance of employees.

Keywords: In-role job performance, Organizational Commitment, Organizational Identification, Training

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