

THE IMPACT OF JOB STRESS, JOB SATISFACTION, AND ORGANIZATIONAL CLIMATE ON EMPLOYEE COMMITMENT AND INTENTION TO LEAVE

BY

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Supervisor – Student Meeting Record

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1	21/11/2021	Cubicle	Discussion regarding questionnaire	
2	19/12/2021	Cubicle	Final Questionnaire approved	
4	09/01/2022	Cubicle	Session on Data Analysis software	
5	20/01/2022	Cubicle	Data Analysis completed	
6	24/01/2022	Cubicle	Final Discussion and Scrutiny	

APPROVAL FOR EXAMINATION

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I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted a plagiarism test of this thesis using HEC prescribed software and found a similarity index at 19% that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Business Studies Department.

Supervisor's Signature: Date: 25 Jan 2022

Supervisor's Name: Dr. Muhammad Usman Aleem

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Abstract

Purpose

Organizational Climate is the principal ingredient in ascertaining whether it's healthy or not, positive or negative. The main purpose is to understand the impact of it on other organizational factors such as Job Stress, Job Satisfaction, Job Commitment & employee Intention to Leave alongside the role of Organizational Climate in several industries of Pakistan.

Methodology & Design

The sample size opted for this research was 384. Data is analyzed using SMART-PLS software.

Findings

The finding indicates that Organizational Climate has a significant impact on all other variables as well as Organizational Climate mediates the Relationship between Job Stress and Job Commitment and lays the groundwork for the company's long-term success.

Limitations

One of the limitations is that the ground of this study is limited to the people of Karachi. It cannot be generalized with people of other countries and provinces as their points of view might vary.

Recommendations

Management should conduct surveys related to their employee's Job Satisfaction and commitment to gain information from their employees. Also, they should support their interests in the best way possible to reduce stress within the workplace.

Keywords

Job Stress, Organizational Climate, Intention to leave, Job Satisfaction, Job Commitment.

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