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ABSTRACT

This field study deals with the relationship of organizational commitment with the demographic variables like age, gender, experience, education, and nature of the public sector organizations. This pasture study was conducted in the winter 2017 to analyze the levels of organizational commitment experienced by Pakistani employees in the various public sector organizations. The investigation comprised of 163 employees belonging to lower /middle/top management level at ministries, public institutions, semi-government, and autonomous bodies. Simple random sampling has been adopted as a sampling technique and questionnaires were filled on site through interview method. After screening and pre-testing, questionnaires were entered into SPSS-15 for analysis of data. Statistical technique simple correlation and analysis of variance (ANOVA) have been used to measure the relationship and significance of relationship respectively. The results of the study revealed no relationship between the type of organization and the organizational commitment but, it showed negative relationships between commitment and age, educational levels and length of service. These findings are different from most of other research results. It means that national cultures, norms, values, and economic conditions play a vital role in determining the level of commitment in different countries, which emphasize the significance of relative research in order to come to scientific and generalized conclusions in this field.

Keywords: Organizational Commitment (OC), Organizational Commitment Questionnaire (OCQ), Pakistan, demographic variables.

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