

# **THE RELATIONSHIP BETWEEN JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT AMONG KARACHI BUSINESS SCHOOL TEACHERS**

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A thesis presented to the Department of Management Sciences, Bahria University Karachi Campus, in partial fulfillment of the requirements of the MBA degree



**FALL, 2017**

**Bahria University Karachi Campus**

**MBA Thesis**

**2<sup>nd</sup> Half-semester Progress Report & Thesis Approval**

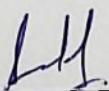
**Supervisor-Student Meeting Record**

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
5	13/Nov/2017	Cubical	Conceptual framework.	<u>Renee</u>
6	20/Dec/2017	Cubical	Literature Review	<u>Renee</u>
7	22/Dec/2017	Cubical	DATA Analysis.	<u>Renee</u>

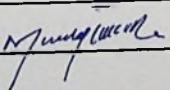
**APPROVAL FOR EXAMINATION**

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 Thesis Title: The Relationship Between job Satisfaction and Organizational Commitment Among Karachi business School Teachers

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 plagiarism test of this thesis using HEC prescribed software and found similarity index at \_\_\_\_\_ 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 Department of Management Sciences.

Supervisor's Signature:  Date: 01.02.2018

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## **Abstract**

### **Purpose**

The purpose of this research is to determine relationship between job satisfactions. The previous researches have clearly suggested that, there has been a direct and significant relationship between job satisfaction and organization commitment . The researchers also suggest that job satisfaction is one of the major reasons why an employee leaves the firm.

### **Methodology**

The methodology followed for this research is quantitative and deductive approach as the research involves certain tests to check the relationship between the two variables. Correlation test is used to determine the relationship between job satisfaction and organization commitment.

### **Findings**

The findings from the test suggest that there were three hypotheses for the research (Employee Recognition, Pay & Promotion and Job security have significant related to organization commitment. The findings from the test show that, all the variables are significant and are positively related to each other. Between all Pay promotion and Job, security has the highest relationship with job commitment. This means that for increased commitment job security and Pay promotion are the variables for which management needs to focus.

### **Implications**

The study is considered quite useful for the management of business schools in particular and for other organizations working in educational areas. Department managers may also benefit from the finding of this study and can focus on the importance of Job satisfaction and organization commitment with an aim to have a better industry outlook.

**Keywords:** Employee Recognition, Pay & Promotion, job security, organizational commitment.

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the organization's culture and its ability to attract and retain top talent. In addition, organizational culture has been found to have a significant impact on employee satisfaction and commitment. For example, research has shown that employees who feel their organization has a positive culture are more satisfied with their work environment and are more likely to stay with the organization over time. This is because a positive culture promotes a sense of belonging and a sense of purpose, which makes employees feel valued. The impact of organizational culture on employee satisfaction is particularly important for organizations that are focused on customer service. In such organizations, employees who feel their organization has a positive culture are more likely to provide excellent customer service, which can lead to increased customer satisfaction and loyalty. Overall, organizational culture plays a critical role in determining employee satisfaction and commitment, which are key factors in ensuring the success and longevity of an organization.

As the nature and requirements of work have changed over time, organizations have begun to shift towards扁平化组织结构 (flat) and decentralized organizations in which the hierarchy has been reduced and decision-making power has been shifted down towards the front-line workers and managers. This shift has been driven by the need to increase efficiency, reduce costs, and improve responsiveness to market changes. In addition, the shift towards flat organizations has been influenced by technological advancements, such as the rise of digital communication and automation, which have made it easier for organizations to manage complex operations without relying heavily on a hierarchical structure. Overall, the shift towards flat organizations has been a significant trend in recent years, and it has had a profound impact on the way organizations are structured and managed.