

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

By

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MBA Thesis

2nd Half-semester Progress Report & Thesis Approval

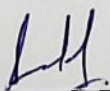
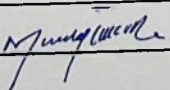
Supervisor-Student Meeting Record

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

APPROVAL FOR EXAMINATION

Candidate's Name: NOREEN. ASHRAF Registration No. 23051
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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 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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