

Abstract

The purpose of this study was to examine the relationship between job stress and job satisfaction, and employee commitment as the moderating variable. The sample size of this study was 200 working employees of banking sector of Islamabad/Rawalpindi, (Askari Bank, Bank Al-Falah Silk Bank, Allied Bank, HBL Bank). Simple random sampling and survey method were used to gather data, which were then statistically analyzed by the software Statistical Package for the Social Sciences (SPSS), results showed that employee commitment changed job satisfaction by 98 percent whereas without this moderator variable its percentage was 86.4 percent.

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