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**“EFFECT OF JOB RELATED FACTORS ON
ORGANIZATIONAL COMMITMENT –A COMPARATIVE
STUDY ON HOSPITAL INDUSTRY OF PAKISTAN.”**



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ABSTRACT

This research explores “The effect of job related factors on organizational commitment”. It is evident from research that now a days that the short of staff is a serious problem in recent years in hospitals in Pakistan. Similarly, it is an important issue to concern the clinical job status of consultants, medical officers and paramedics in order to avoid making the same mistakes in the future and maintain better service environment to let consultants, medical officers and paramedics concentrate on working and having appropriate workload in the hospitals. The study aimed to confirm the analysis of the relationship among job stress, job burnout, job satisfaction, and organizational commitment of Pakistan’s hospital staff members by qualitative approach. The findings of this study included: 1. Job stress had a positive correlation with job burnout. 2. There was a significantly negative correlation between job stress and job satisfaction, organizational commitment. 3. Job burnout had a negative correlation with organizational commitment. 4. Job satisfaction had a significantly positive correlation with organizational commitment. Two hospital were selected for this study. Shifa International hospital Islamabad was selected as a sample for private setup and for government setup PIMS hospital Islamabad was considered as a sample. The research technique used for this study is the Qualitative research technique. A total of 10 structured interviews were conducted. The final analysis revealed effect of job stress, job satisfaction and job burnout on organizational commitment as a comparative study between Shifa hospital and PIMS hospital.

It provides a comparison between both the setups and understanding about the issues they face which positively or negatively effects organizational commitment.

Key words: Job stress, Job satisfaction, Organizational commitment, Job burnout

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