

Exploring the Relationship Between Job Satisfaction and It's Factors with Affecting Commitment: A Study of Indian Managers

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Abstract

The commitment of the employees has comprised of three bases namely; cognitive, cost based, and norms/obligation which are obtained through the positive attitude and feeling of affiliation of employees. To investigate the cause and effect of said relationship, the present paper is an attempt to explore the relationship between job satisfaction and affective commitment. The paper also explored the in-depth relationship between various job facets and affective commitment. To obtain the desired result for the purpose of data collection convenient sampling was used. The regression (backward elimination) method was employed to identify to most positive significant facets of job satisfaction towards affective commitment. A total of 306 responses were analysed for the study. The results of the study provided mixed results. The findings of the study suggested pay, supervision, reward, operating-procedure, and work-itself as the most significant facets, whereas other facets like benefits, communication, promotion, and co-worker were found insignificant. The paper suggests that organisations should have put extra effort to explain available benefits, ensure proper communication systems, provide ample growth opportunities, and create a good interpersonal environment to gain more psychological commitment of the employees. The paper also discussed the future implications of the study.

Keywords:*Job Satisfaction, Affective Commitment, Pay, Backward Regression, Descriptive Analysis*