



## Specification of Relationship between Organizational Commitment and Job Satisfaction: a Case Study of Jhelum

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### Abstract

Chief objective of this exploration was to scrutinize the relationship between three fundamental aspects of organizational commitment with respect to the job satisfaction amongst the workers of various public and private sector organizations in district Jhelum. Hence, this work could make important contribution for improving behavioral strategies and management policies of companies with the inclusion of regional aspect in the management studies. The selection of the sample elements and representative companies was totally based on random/haphazard selection. The drop-off questionnaire method was employed as a research instrument and aid from the statistics was taken for the interpretation of results. The generated response degree of 89% identified the lively contributions of the employee in this survey. Acquired data elucidates three major aspects of organizational commitment i.e. affective, continuance and normative commitment did hold positive correlation with job satisfaction but the nature of the relationship was not that strong to intensely influence the variable of job satisfaction.

**Keywords:** Affective; Continuance and Normative; Improving Behavioral Strategies; Management Policies; Job Satisfaction.