

عنوان مقاله:

The Effect of Organizational Commitment on Job Satisfaction

محل انتشار:

نخستین همایش ملی رویکرد های نوین مدیریت در مطالعات میان رشته ای (سال: 1399)

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نویسنده:

Solmaz Kazemi - *Postgraduate Student of Business Management at the Faculty of Economics and Management of University of Tabriz, Tabriz, Iran*

خلاصه مقاله:

Increasing job satisfaction of employees has been suggested as one of the most important responsibilities of organizations. Extant studies report that job satisfaction among employees leads to better performance. Satisfaction is essentially an individual's attitude toward specific objects or experiences in specific domains. Several earlier studies have confirmed that job satisfaction plays a significant role in both individual and organizational outcomes. Building organizational commitment among employees is one of the important factors for ensuring organizational effectiveness. This is because committed employees can lead to favourable organizational outcomes. Organizational commitment is one of the most widely researched topics in the field of organizational behaviour. Organizational commitment was defined in the literature as —the relative strength of an individual's identification with and involvement in a particular organization and can be characterized by a strong belief in and acceptance of the organization's goals and values, willingness to exert considerable effort on behalf of the organization and a strong desire to maintain membership of the organization.

کلمات کلیدی:

Organizational Commitment, job satisfaction, employee

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