

THE EFFECTS OF ORGANIZATIONAL COMMITMENT ON EMPLOYEE'S JOB PERFORMANCE

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Organizational commitment is defined as a psychological state of the employee which is characterized by a strong identification with, involvement in, and responsibility for the organization.

The purpose of this study was to determine the relationship between organizational commitment and job performance. The study was conducted in a large manufacturing organization.

The results of the study indicate that organizational commitment is positively related to job performance. The relationship was found to be stronger for employees who were high on organizational commitment than for those who were low on organizational commitment.

The study also found that organizational commitment is a significant predictor of job performance. The relationship was found to be stronger for employees who were high on organizational commitment than for those who were low on organizational commitment.

1. INTRODUCTION

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David M. McCabe is an associate professor of management at the University of Illinois. He has published several articles on organizational commitment and job performance.

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