CHAPTER 5: FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 Introduction 173
5.2 Findings of the Study 173
   5.2.1 Various Relationships between Socio-Demographic Factors and Study Variable 173
   5.2.2 Relationships among Organizational Commitment, OCB, Overall Job Satisfaction, Turnover Intentions, and HR Practices 185
   5.2.3 Regression Equation derived for the Model 190
   5.2.4 Moderating Role of Organizational Commitment, OCB, and Overall Job Satisfaction 190
5.3 Limitations and Suggestions 191
5.4 Conclusions and Directions for Future Research 192

References 198
Appendix A 225
Appendix B 226
Appendix C 227
Appendix D 228
Appendix E 229
Appendix F 230
Appendix G 231
Appendix H 232
Appendix I 236
Appendix J 237
Appendix K 238
Appendix L 239
Appendix M 240
Appendix N 241
Appendix O 242
Appendix P 243
Appendix Q 244

LIST OF FIGURES

Fig 4.1 HR Practices positively influence Organizational Commitment 155
Fig 4.2 HR Practices positively influence Affective Commitment 156
Fig 4.3 HR Practices positively influence Continuance Commitment 157
Fig 4.4 HR Practices positively influence Normative Commitment 159
Fig 4.5 HR Practices positively influence OCB 160
LIST OF TABLES

Table 3.1  Demographic Data of the Respondents  66
Table 3.2  Reliabilities: HR Practices  76
Table 4.1  ‘Z’ test between the ICT professionals’ Geographical environment (country) and the various dimensions of the study  87
Table 4.2  Karl Pearson’s co-efficient of correlation between ICT Professionals’ Age and various dimensions of the study  93
Table 4.3  Karl Pearson’s Co-Efficient of Correlation between ICT Professionals’ Tenure with current employer and Various Dimensions of the Study  96
Table 4.4  Karl Pearson’s Co-Efficient of Correlation between ICT Professionals’ Total Experience and Various Dimensions of the Study  99
Table 4.5  Associations between the ICT professionals’ Annual Salary and various dimensions of the study  102
Table 4.6  Associations between ICT professionals’ academic qualification and various dimensions of study  113
Table 4.7  ‘z’ test between ICT professionals’ gender and various dimensions of the study  117
Table 4.8  Association between the ICT professionals’ marital status and various dimensions of the study  122
Table 4.9  Correlation matrix for Organizational commitment, OCB, Overall Job satisfaction, Turnover intentions, and HR practices  140
Table 4.10  ANOVA for the Full Regressions  164
Table 4.11  Significance of variables  164
Table 4.12  R Square value  165
Table 4.13  Moderating Effect of Organizational Commitment on HR Practices – Turnover Intentions Relationship  168
Table 4.14  Moderating Effect of Organizational Citizenship Behavior on HR Practices – Turnover Intentions Relationship  170
Table 4.15  Moderating Effect of Overall Job Satisfaction (OJS) on HR Practices – Turnover Intentions Relationship  171