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### ABBREVIATIONS

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<tr>
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<th>Description</th>
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<tbody>
<tr>
<td>AC</td>
<td>Affective commitment</td>
</tr>
<tr>
<td>ANOVA</td>
<td>Analysis of variance</td>
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<td>CC</td>
<td>Continuance commitment</td>
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<td>CCB</td>
<td>Current co-worker's behavior</td>
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<td>CIS</td>
<td>Current incentive system</td>
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<td>CJC</td>
<td>Current job characteristics</td>
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<td>Current physical environment</td>
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<tr>
<td>CSB</td>
<td>Current supervisor behavior</td>
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<td>EPE</td>
<td>Expected physical environment</td>
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<tr>
<td>ERG</td>
<td>Existence, Relatedness and Growth</td>
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<tr>
<td>ESB</td>
<td>Expected supervisor behavior</td>
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<tr>
<td>NC</td>
<td>Normative commitment</td>
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<td>OB</td>
<td>Organization behavior</td>
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<td>OCB</td>
<td>Organization citizenship behavior</td>
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<tr>
<td>SPSS</td>
<td>Statistical package for social sciences</td>
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<tr>
<td>UGC</td>
<td>University Grants Commission of Nepal</td>
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