LIST OF ABBREVIATIONS USED

OC- Organsational Commitment
OSC- Overall Socialisation
OS- Organisational Satisfaction
OD- Organisational Dependability
INTN Value Internalisation (value-non-congruence)
RCPT- Reciprocity
PIMPO- Personal Importance
EXTRB- Extra Role Behaviour
LOOP- Lack Of Outside Opportunities
PGA- Peer Group's Attitude
JC- Job Challenge
RC- Role Clarity
RS- Reality Shock
SIR Self Image Reinforcement
SOCINV- Social Involvement
IS- Intent To Stay
COMPR- Compliance To Rewards
FF- Fear Of Failure