A four-chapter thesis format is employed in this study.

In the initial section of Chapter One, the researcher aimed at introducing and defining the concept of organizational commitment. Various factors which have an influence on organizational commitment were also looked into. Of all these factors, organizational culture and leadership frames of Chairpersons were identified for the present study along with certain selected antecedents of commitment. Hence, the relationship between organizational commitment with organizational culture and leadership frames were explored from the previous researchers in the area. A brief historical and contemporary overview of higher education system in Iran and India along with a description of Tabriz University and Panjab University are presented briefly. In addition, statement of the problem, objectives of the study, hypotheses, significance and delimitations are incorporated, so that the reader would be informed of the full model and rationale for this study.

In Chapter Two, the researcher focused on the investigation of the problem. The sampling procedures, instrumentation, data-gathering procedures and the method of analysis are discussed.

In Chapter Three, the data analyses and interpretation of the result are presented based on the objectives and hypotheses addressed in this study.

A summary, conclusions and suggestions for further research are provided in the concluding Chapter Four.