HYPOTHESES
In the present investigation Job Alienation was measured by three indices viz. Intention to Quit, Job Involvement and Work Involvement. On the basis of review of literature, the following hypotheses were proposed:

A. Job Alienation and Organizational Commitment

a) It is expected that Intention to Quit will be negatively related with Organizational Commitment.

b) It is expected that Job Involvement will be positively related with Organizational Commitment.

c) It is expected that Work Involvement will be positively related with Organizational Commitment.

B. Job Alienation and Quality of Working Life

a) A positive perception of Quality of Working life is expected to be negatively related with Intention to Quit.

b) A positive perception of Quality of Working Life is expected to be positively related with Job Involvement.

c) A positive perception of Quality of Working Life is expected to be positively related with Work Involvement.
C. Job Alienation and Personality

C.1 Job Alienation and Eysenckian dimensions of Personality

a) It is expected that Intention to Quit will be positively related with Neuroticism.

b) It is expected that Intention to Quit will be positively related with Psychoticism.

c) It is expected that Intention to Quit will be negatively related with Extraversion.

d) It is expected that Job Involvement will be negatively related with Neuroticism.

e) It is expected that Job Involvement will be negatively related with Psychoticism.

f) It is expected that Job Involvement will be positively related with Extraversion.

g) It is expected that Work Involvement will be negatively related with Neuroticism.

h) It is expected that Work Involvement will be negatively related with Psychoticism.

i) It is expected that Work Involvement will be positively related with Extraversion.
C. **Job Alienation and Machiavellianism**

a) It is expected that Intention to Quit will be positively related with Machiavellianism.

b) It is expected that Job Involvement will be negatively related with Machiavellianism.

c) It is expected that Work Involvement will be negatively related with Machiavellianism.

D. **Job Alienation and Need Satisfaction**

a) It is expected that Intention to Quit will be negatively related with the satisfaction of need dimensions of Self Actualization, Self Esteem, Autonomy, Security and Social needs.

b) It is expected that Job Involvement will be positively related with the satisfaction of need dimensions of Self Actualization, Self Esteem, Autonomy, Security and Social needs.

c) It is expected that Work Involvement will be positively related with the satisfaction of need dimensions of Self Actualization, Self Esteem, Autonomy, Security and Social needs.
E. **Job Alienation and Job Satisfaction**

a) It is expected that Intention to Quit will be negatively related with Total Job Satisfaction and all its dimensions viz: Work, Supervision, Co-workers, Pay and Promotion.

b) It is expected that Job Involvement will be positively related with Total Job Satisfaction and all its dimensions viz: Work, Supervision, Co-workers, Pay and Promotion.

c) It is expected that Work Involvement will be positively related with Total Job Satisfaction and all its dimensions viz: Work, Supervision, Co-workers, Pay and Promotion.

F. **Job Alienation and Job Performance**

a) It is expected that Intention to Quit will be negatively related with Job Performance.

b) It is expected that Job Involvement will be positively related with Job Performance.

c) It is expected that Work Involvement will be positively related with Job Performance.