PREFACE

The concept of commitment in the workplace is still one of the most challenging and researched concepts in the fields of management, organizational behavior and HRM. A great deal of research has been devoted to studying the antecedents and outcomes of commitment in the work setting. The conceptual and operational development of organizational commitment has affected the conceptualization and measurement of other commitment forms such as commitment to the occupation, the job, the workgroup, the union and the work itself. Organizational commitment has received substantial research attention due to poor predictive power of external factors in determining organizational commitment, research have now been turning to internal factors such as job satisfaction, motivation, organizational occupation, stress, age, gender, job involvement and positive psychological capital that may influence organizational commitment. A few research findings reveal that the capacity of positive psychological capital and form of kind of positive psychological capacities influence organizational commitment component. Thus indicate a need to extensively study relationship between different capacities of positive psychological capital and organizational commitment component. It is also evident from the available literature that most of the studies on Indian samples. This state of affair points to the need of more systematically designed studies on Indian population, so that may arrive at better generalization.

I own a never ending debt of gratitude to my adored and worshipful God for his grace and blessings in the completion of this dissertation.

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(KAVITA)