

Job Satisfaction, Commitment and Perceived Organizational Politics in Employees of a Public Sector University

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The present research purported to study job satisfaction, organizational commitment and turnover intentions in association with perceived organizational politics. Sample consisted of 353 teachers selected from a Public Sector University in Lahore. Perception of Organizational Politics Scale (Kacmar & Carlson, 1997), Generic Job Satisfaction Scale (Macdonald & MacIntyre, 1997), Organizational Commitment Questionnaire (Mowday, Porter, & Smith, 1979) and The Turnover Intention Scale (Camman, Fichman, Jenkins, & Klesh, 1979) were used for assessment. Findings showed a negative correlation of perceived organizational politics with job satisfaction and organizational commitment. The results of hierarchical regression also depicted that perceived organizational politics negatively predicted job satisfaction and organizational commitment after controlling demographic variables. These relationships were same among all the statuses of university teachers. Further, perceived organizational politics was found to be positively correlated with turnover intentions. Results also indicated that perceived organizational politics positively predicted turnover intentions. Results were discussed in terms of their implications and theoretical significance.

Keywords: Perceived organizational politics, organizational commitment, job satisfaction, turnover, intentions.