

Investigating the Path Analysis Model of Components of Job Satisfaction and Organizational Commitment

**By: H. Barati, PhD
H. R. Oreyzi, PhD**

Abstract

Job satisfaction is the positive emotional state that workers have toward their jobs, and organizational commitment results from their positive emotions toward their organizations. At present research the relations of these two variables and also the path analysis model of components of these variables were investigated. The participants consisted of 404 employees from an industrial company that selected by simple random sampling method. Participants responded to research instruments by Job Satisfaction and Organizational Commitment Questionnaires. Pearson's correlation coefficients and path analysis used for data analysis. Findings showed that the proposed model fit the data properly. Results also indicated the positive relationships of job satisfaction, promotion satisfaction, and pay satisfaction with affiliation commitment, and positive relationships of job itself satisfaction, supervisor satisfaction, policy satisfaction and satisfaction with flow with identification commitment, and finally the positive relationships of identification commitment and affiliation commitment with exchange commitment. According to the findings, organizations should prepare conditions for increasing job satisfaction and in this way increase their employees organizational commitment.

Keywords: organizational commitment, job satisfaction, affiliation commitment, identification commitment.