

Organizational commitment: manifestation  
of Job satisfaction in Police officers.

Sheeraz

Akhtar

## **Abstract:**

Current study aims at exploring the answer of two main questions. (1) measuring the extent to which job satisfaction among police officers can predicts all three dimensions of Organizational Commitment i.e (Affective, Continuance and Normative). (2) It also embarks to assess the moderating effect of the demographic variables like gender and rank on the relationship of job satisfaction and organizational commitment. This is the empirical study in which the sample of 550 male and female officers from Operations and Investigation wings of the Lahore Police Stations have been taken. Participants have filled a self administered questionnaire which comprised on Job Satisfaction scale JDI, Meyer and Allen Organizational commitment scale along with demographic variables. Simple liner Regression and Moderation analysis have carried out. Job satisfaction has found to be positively and significantly associated with affective commitment and normative commitment but negatively and significantly associated with continuance commitment. So Job satisfaction has found to be a good predictor for all three facets (Affective commitment, Continuance Commitment and Normative Commitment) of organizational commitment. Rank seems to be a moderator for the relationship of job satisfaction and organizational commitment and gender is found to be a moderator between the relationship of job satisfaction and normative commitment.

**Gender seems to be a moderator in the relationship of Job satisfaction and normative commitment.**

Missing links, recommendations and suggestions have been discussed.

Keywords: Job satisfaction, Organizational Commitment, Punjab Police, Lahore Police

## **Chapter # 1**

### **Introduction**

#### **1.1-Background:**

Society comprises on complex institutional hierarchy, every institution has its own social role. Institution of law enforcement (Police) has the role to protect the life, liberty and property of its citizens(article 4(a), police order, 2002). Police Order 2002 has been formed to reconstruct and regulate the police( police order 2002, preamble). Police's order 2002 preamble speaks that the function and duty of the police is to act according to the constitution, as per law and according to the democratic aspirations of the people of Pakistan(police order 2002, preamble). Generally Police's primary job is to protect the life, liberty and property of the citizens of Pakistan through exercising the laws and ordinances (article 4(a), police order 2002).Police officers are duty bound and it is obligatory to behave with the people with curtesy, gentle disposition, their duty is to help and assist people while in trouble specially weak, or when they feel their selves in danger, old people, children and women, disabled and specially who find themselves helpless and lost people.(article 3(a,b,c,d,e), police order, 2002). Normally Police maintains order, conducts patrols, makes arrests, conducts investigations, and controls traffic.