

# **An Investigation of the Factors Affecting Organizational Commitment in Banking Sector Employees**

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## **Abstract:**

Commitment has been repeatedly identified as an important variable in understanding the work behaviour of employees in organizations. To specify the factors that improve staff's organizational commitment is an important focus in the human resources strategies of banks. The employee's commitment to an organization relies mainly on their level of productivity and the organization's commitment to support them. Unfavourable conditions of office environment can have negative influences on employees' commitment toward organization. In this paper we have investigated the factors that have an impact on the employees' organizational commitment with reference to the banking sector of Pakistan and some suggestions have made to bring awareness and increasing employees, organizational commitment.

## **Key Words:**

Organizational commitment, job satisfaction, Countenance commitment

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