

Name:

Saleem, Umer

Student ID:

0012015260065

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Impact of Employee Commitment on Organizational Performance in Ministry of Planning Development and Reform, Pakistan

ABSTRACT

The objective of the study was to examine the impact of commitment on performance in Pakistan and to identify factors associated with it. As reform attempts in Pakistan public sector system have done over the years but regarding the improvement in public sector performance delivery is concerned it has always stayed below the satisfactory level. For that reason, other aspects like commitment are chosen to see its impact upon performance by keeping other factors as constant. The study results show positive relations between employee commitment toward performance. However, commitment is divided into three different levels of Affective Commitment (AC), Continuous Commitment (CC), and Normative Commitment (NC). If public sector managers or policy makers wants a high level of performance, it needs to improve it affective commitment among the employees and decreasing the normative commitment and to move towards the new techniques like the New Public Management (NPM).

Keywords: Commitment, Performance, Public Sector Performance, Affective Commitment (AC), Continuous Commitment (CC), Normative commitment (NC), New Public Management (NPM).