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entities, including the work group, the supervisor, top management, the occupation, and the union. Thus far, we have discussed the development and consequences of affective, continuance, and normative ...

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Organizational commitment predicts work variables such as turnover, organizational citizenship behavior, and job performance. Some of the factors such as role stress, empowerment, job insecurity and employability, and distribution of leadership have been shown to be connected to a worker's sense of organizational commitment.

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