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In Chapter 2, we argued that to understand commitment at work, one must understand distinctions made with respect to both the nature of commitment and the focus of commitment; that is, one must recognize that commitment can take multiple forms, each of which can be focused on multiple 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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Commitment in the Workplace provides an overview of academic and popular perspectives on what committed employees look like and how they become committed. The multiple faces of commitment are examined as are the links that have been established between the various forms of commitment and organizational behavior.

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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.

### **Organizational commitment - Wikipedia**

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