

**HUMAN RESOURCE MANAGEMENT PRACTICES AND ORGANIZATIONAL
COMMITMENT**

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DEDICATION

This dissertation is expressly dedicated to the memory of my father, Hussein Osman who left us with the most precious asset in life, knowledge. I know that he would be the happiest father in the world to know that his son has successfully completed his master thesis. May Allah place his soul among the righteous; and to my mother, Amina Hagi Iman, for her continuous blessings and prayers and whose love and guidance throughout my life can never be repaid.

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CHAPTER 1

INTRODUCTION

1.0 Introduction to the study

Organizational commitment has an important place in the study of organizational behavior. This is in part due to the vast number of works that have found relationships between organizational commitment and attitudes and behaviors in the workplace (Porter et al., 1974, 1976; Koch & Steers, 1978; Angle & Perry, 1981).

Organizational commitment has been studied in the public, private, and non-profit sector, and more recently internationally. Early research focused on defining the concept and current research continues to examine organizational commitment through two popular approaches, commitment related attitudes and commitment-related behaviors. The research develops the relationship between human resource management practices and organizational commitment.

Many researchers point out that human resource management practices on organizational commitment have remained a topic of interest ever since it was introduced in the early 1960s to the field of human resource management (Eisenberger et al.1990; Samad, 2006; Wayne et al., 1997).

There are many scholars indicate that the interest is a result of the belief that if properly managed, organizational commitment can lead to beneficial consequences such as improve performance, reduces turnover, organizational effectiveness and reduced absenteeism (Cohen, 2001). This result has potential organizational benefits in the large numbers of studies that focus on the nature of organizational commitment.

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