

PERCEIVED ORGANIZATIONAL POLITICS, ORGANIZATIONAL COMMITMENT, COPING STRATEGIES AND JOB SATISFACTION AMONG UNIVERSITY TEACHERS

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ABSTRACT

The present study was investigated the relationship between Perceived Organizational Politics, Organizational Commitment, Coping Strategies and Job Satisfaction among University Teachers. The current study used Correlational research design. Two hundred participants were collected through purposive sampling technique. Data was drawn from both government and private universities of Lahore within two months. Perceived organization politics scale, organizational commitment scale, coping strategies scale and job satisfaction scale were used to measure variables under study. Correlational analysis showed highly significant positive association between perceived organization politics, organizational commitment, coping strategies and job satisfaction among university teachers. Findings also showed significant prediction between organizational commitment, coping strategies and job satisfaction among university teachers. Results indicated that university teachers who perceive positive organizational politics, have high organizational commitment and coping strategies which leads them towards high level of job satisfaction.

Keywords: Perceived Organizational Politics, Organizational Commitment, Coping Strategies, Job Satisfaction, University Teachers.