



Article

Employee Commitment: The Role of Organizational Socialization and Protean Career Orientation

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Abstract

The current study examines the impact of organizational socialization on employee commitment of executive employees in banking sector of Sri Lanka and the moderating role of protean career orientation. It is hypothesized based on affect theory of social exchange and social exchange theory that organizational socialization has a positive impact on employee's affective, continuance and normative commitment forms. Further, it is suggested that these three direct relationships are moderated by the protean career orientation of the banking employees based on self-determination theory. These relationships are tested using data collected from a sample of 209 executive employees in the banking industry of Sri Lanka. Data were collected using questionnaire. Data were analysed using SPSS and AMOS. Results showed that there is a positive effect of organizational socialization on the three forms of commitment while no moderator effect of protean career orientation was identified on these direct relationships.

Keywords

Employee commitment, affective commitment, continuance commitment, normative commitment, organizational socialization, protean career orientation

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