



Analysis of The Effect of Commitment, Motivation And Human Resources Organization of PT. Maha Green

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ABSTRACT

PT Maha Green is a business that is engaged in the distribution of 4 and 3 Kg Elpiji gas to several bases and consumers, but the method used in ordering Elpiji gas is still using the manual method, namely by approaching the bases one by one without knowing how many empty tubes are available at the base to be filled. , so it takes a lot of time. Therefore PT Maha Green is trying to improve services to the Base and Consumers so that the load and time used to deliver orders are more effective. This study aims to determine the effect of motivation and organizational commitment to employee performance at PT.Maha Green. This study uses survey methods and techniques data collection used is a literature study, questionnaires and interviews. The population in this study are all employees of PT. Maha Green totaled 34 people. This research uses the method simple regression analysis and multiple regression. Data that have been collected and processed using the program SPSS 23. The results showed that motivation and organizational commitment has a significant influence on employee performance either partially or partially simultaneous. Organizational motivation and commitment have greater influence on employee performance if both are increased simultaneously rather than simultaneously Partial.

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INTRODUCTION

Human resources have a very large role in shaping the success of the company so that demands arise for the important role of human resource management in the process of running the company. There are many ways that can be done by a company to improve the quality of human resources so that they become quality workers, including by conducting self-development, motivating employees or providing compensation in accordance with what is expected by the workforce and the suitability of rewards with what has been agreed. by employees and the company. To achieve a balance between the goals and needs of the organization with the goals and needs of employees, human resource management focuses its attention on three main things,

namely first, integrated human resource planning by taking into account various challenges and opportunities in the future so as to make the organization's human resources a human resource. competitive human resources. Second, the implementation of the human resource management function effectively and efficiently, without neglecting various applicable laws and regulations so as to achieve high human resource productivity, as well as the fulfillment of organizational goals and needs. and individual employees. Third, the evaluation of the human resource management function includes an assessment of human resource management policies to determine whether various human resource policies are truly effective. There are at least 5 recommended efforts in human resource development, namely training, education, coaching programs, recruitment, and system changes.

PT Maha Green is a business that is engaged in the distribution of 4 and 3 Kg Elpiji gas to several bases and consumers, but the method used in ordering Elpiji gas is still using the manual method, namely by approaching the bases one by one without knowing how many empty tubes are available at the base to be filled. , so it takes a lot of time. Therefore PT Maha Green is trying to improve services to the Base and Consumers so that the load and time used to deliver orders are more effective.

The compensation provided by PT. Maha Green is in the form of basic salary, bonuses, allowances and facilities. These benefits are in the form of position allowances, job allowances, telephone allowances, performance allowances, holiday allowances, and leave allowances. However, in the implementation of work discipline, there are still employees of PT. Maha Green who are less disciplined in their work, which can be seen from several things, among others, there are still employees who are absent from work, there are still employees who arrive late. there are still employees hanging around during working hours. And the delay in the time of break time is also a problem for employee discipline.

A person's low work discipline will affect the compensation he gets. The more often employees are absent for work, the greater the amount of compensation that will be deducted or the less compensation they will get. In addition, employees who arrive late will also result in ineffective time used to complete their work assignments. PT. Maha Green has experienced problems with the human resource management system (HR) which should be the key to driving the business, it is not optimal, resulting in various situations that are detrimental to the company. PT. Maha Green has experienced a management situation that is not solid. Based on the description above, the authors are interested in conducting research with the title: Analysis Of The Effect Of Commitment, Motivation And Human Resources Organization Of Pt. Maha Green.

This study examined the mediating effects of organizational commitment (OC) and organizational engagement (OE) on the relationship between human resource (HR) practices (career management, performance appraisal, compensation, person - job fit and job control) and turnover intention. A total of 457 employees working in various sectors in a selected region in Malaysia participated in this study. It was found that all the variables used to measure HR practices have significant effects on OC and OE. However, multiple regression analyses indicated that career management and job control did not have any significant influence on turnover intention. OC and OE were discovered to give partial mediating effects on the relationship between HR practices and turnover intention [1].

The results show that climate change concerns and governmental guidelines lead to sustainable organizational culture. It was found that sustainability is integrated in all processes, which affects business interaction with partners. The business interaction is difficulted by total product recycling. To overcome this barrier, innovation strategies, strategic alliances and governmental politics are presented as enhancers to return supply chain policies development. Organizational and cultural elements were presented as difficulties, but could be easily mitigated with the enhancers, alongside commitment and proactivity of companies. The research shows that when the challenges are overcome, the companies can integrate cradle-to-

cradle design frameworks into their supply chains. This reorganization is necessary to achieve sustainability and accomplish governmental guidelines [2].

Based on the best models in this study, it can be concluded that the relationship between job satisfaction and turnover intention is mediated by organizational commitment. This has implications not only for future research, but also to manage the organization. The findings of this study indicate that research on organizational commitment has increased and continues to become increasingly important for the researchers. This is because employees who have committed will be able to ensure that they will keep working and stay within their organization. Committed employees will feel that they have the organization and in turn, they will tend to not leave the organization [3].

Evidence-based review of e-HRM on strategic human resource management plays a crucial role for HR managers. The review of the literature reveals that numerous studies have been conducted to comprehend how modern HR management teams in several organizations have successfully developed a set of interrelated internal delivery and professional service strategies to meet the external challenges posed by modern organizations' business strategies and the longer-term brand recognition and company's reputation drivers. The aim of this research is to establish whether or not enhancing strategic human resource management is heavily dependent on evidence-based e-HRM in accordance with the adoption of the Saudi Arabia e-HRM system, which enhanced the effectiveness of enhancing strategic human resource management [4].

With the right human resource management strategy, the advantages of human resources owned by the company are expected to support the achievement of competitive advantage for the company. From the existing phenomena, the authors are interested in conducting library research. The conclusion obtained from this research is that strategic human resource management is a link that connects the role of strategy and goals that result in the achievement of business performance and organizational culture development as well as fostering innovation and flexibility [5]. This human being is very influential in improving the performance of CV employees. Mitra Jaya Bersama Banjarbaru, and also to find out how to improve performance by using the role of human resource management, and to find out how human resource management in CV. Mitra Jaya Bersama Banjarbaru according to management's economic perspective [6].

Strategic Management is the process of identifying and carrying out organizational strategic planning. The basic steps in the strategic management process include determining the business, conducting external and internal audits, formulating a new direction, translating the mission into strategic objectives, formulating strategies to achieve strategic objectives, implementing, and evaluating performance. Differences among corporate-level, competitive-level, and functional strategies. Corporate strategies include; strategy of diversification, vertical integration, horizontal integration, geographical expansion, and consolidation. Key competitive strategies include cost leadership, differentiation, and focus. Functional Strategy reflects the specific departmental policies that are important in conducting business competition strategy [7].

In this case the company measures the effectiveness of the role of human resource development strategies in increasing the effectiveness of employee performance from increased income. Suggestions for CV. Barokah Jaya Hikmah Sidoarjo, reviewed the applied human resource development strategy and assessed employees so that performance effectiveness was in line with company targets and carried out work evaluations [8].

With the compensation provided by the company to employees, the enthusiasm, willingness, and thoroughness of employees at work will be maximized, focused, and disciplined. A motivated employee will be energetic and enthusiastic, and conversely an employee with low motivation will often display a sense of discomfort and displeasure with his work which results in poor performance and company goals will not be achieved [9].

Career development is an employee's action for career achievement individual employees. Employee policies, educational background, training, work experience, loyalty to the organization, and flexibility of socializing and human relations are very influential on employee career achievements [10].

The inability of the management to control the service encounter makes the employees responsible for the quality of service delivered to the customers. In order for the management to trust that the employees are successful in dealing with their customers, the management has to give the employees the authority and necessary support to succeed at it, which is referred to as employee empowerment. The practice of which can directly affect the quality of services delivered, and customer satisfaction [11].

Multicultural competence influences organizational fairness. It shows that if individuals' ability to interact with their work environment is improved, organizational fairness is better evaluation process of employees' administrative decision. Therefore, it can be concluded that multicultural competence is in accordance with employees' perceptions and expectations [12].

Human resources have a major role in every organizational activity. The resources of the organization will not provide optimal results if it is not supported by human resources who have a capable performance. To achieve good performance, performance variable cannot stand alone. This means that there are several supporting variables that can affect performance variable. Work motivation, Job Satisfaction, and Organizational Commitment are three variables that have an influence on improving employee performance.[13].

Despite the importance of the human/social dimension of organizational sustainability, this area of scholastic endeavor has received relatively little attention when compared to the economic and environmental dimensions of sustainability. On the basis of social exchange theory, this study posited the important role that employee work engagement is a key component for improving human performance for organizational sustainability. In order to do so, it suggests the important role that employee work engagement has on the relationships among various factors in the organization, including organizational procedural justice, knowledge sharing, and innovative work behaviors [14].

Knowledge sharing (KS) behavior is one of the main drivers to generate social sustainability. It predicts high organizational performance and innovation capabilities, and creates enjoyment and happiness in helping others. Even if incentives to enhance KS behaviors exist, employees would still be reluctant to share knowledge. For this reason, we test a comprehensive model of sustainable human resource management with the inclusion of KS to explain how to enhance collaborative practices in terms of voluntary knowledge sharing. In a comprehensive model, we incorporate organizational justice, employee perceived organizational support, job satisfaction and affective organizational commitment, and how they relate in order to generate knowledge sharing behavior [15].

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RESEARCH METHOD

The purpose of this study is to find out how much influence motivation and commitment have organization either partially or simultaneously on the performance of employees at PT. Maha Green. This study uses quantitative methods through a questionnaire survey. Approach to This research is an associative method, namely asking the relationship between two or more variables and in this case the relationship is causal where the independent variable affects dependent variable (Sugiyono, 2008:55). The data collection method used a questionnaire survey, with a measurement scale model in the form of a Likert scale.

This study uses motivation and organizational commitment as an independent variable, and employee performance as a variable dependent. Data collection techniques are carried out by taking two types of data, primary and secondary form of literature study, questionnaires distributed directly and interviews conducted systematically addressed to representatives of the company. The sampling method uses a non-probability sampling method, which is not provide equal opportunities/opportunities for each element or member of the population to be selected as sample, even the probability of certain members is not known (Sugiyono, 2009:120). Researcher using saturated sampling technique to take samples. Sugiyono (2010:122) defines "saturated sampling as a sampling technique when all members of the population" used as a sample". The population in this study were all employees of PT. Maha Green, totaling 34 people. This research uses regression analysis method simple and multiple regression. The data that has been collected is processed using SPSS 23 program.

RESULTS AND DISCUSSIONS

Description of Respondents

Table 1. Respondent's gender

Gender	Frequency	Percentage
Man	28	84.81%
Woman	6	15.19%
Total	34	100%

From the results of the research on the profile of respondents by gender, it was found that most of the respondents respondents PT. Maha Green is male as many as 28 respondents (88.81%), while women only totaling 6 respondents (15.19%). The number of male respondents is more than female due to work at PT. Maha Green uses more physical.

Table 2. Respondent Age Range Data

Age (Year's)	Frequency	Percentage
18-27	17	49.36%
28-37	13	37.97%
38-47	4	12.67%
Total	34	100%

From the results of the research on the profile of respondents based on age, it was found that most of the respondents respondents PT. Maha Green aged 18-27 years as many as 17 respondents (49.36%) aged 28-37 years as many as 13 respondents (37.97%) and age 38-47 years as many as 4 respondents (12.67%). There are more employees aged 18-27 years because that age is productive age to work for the company.

Table 3. Respondent Education Level

Education	Frequency	Percentage
Senior High School	11	31.64%
Diploma (D3)	7	20.25%
Bachelor	9	25.31%
Etc	7	22.80%
Total	34	100%

From the results of the respondent's research based on the level of education, it was found that most of the respondents have a high school education where in this category there are 11 respondents (31.64%). Furthermore, in the Bachelor category as many as 9 respondents (25.31%), in the Diploma (D3) category, there were 7 respondents (20.25%), and 7 other categories respondents (22.8%). The largest percentage is at the high school education level because of work in company PT. Maha Green does not prioritize academics but prioritizes physical.

Table 4. Respondent's Length of Work Data

Education	Frequency	Percentage
< 1 Tahun	13	37.97%
1-2 Tahun	11	32.91%
3-4 Tahun	4	12.66%
> 4 Tahun	6	16.46%
Total	34	100%

From the results of the respondent's research based on the length of work, it was found that most of the respondents have a length of work < 1 year consisting of 13 respondents (37.97%). Next, on range of 1-2 years there are 11 respondents (32.91%) range >4 years as many as 6 respondents (16.46%), and a range of 3-4 years 4 respondents (15.19%). The largest percentage is in This span of less than 1 year shows that the performance of employees at PT. Maha Green low.

Hypothesis testing

From the results of data analysis used by simple and multiple regression methods to determine the effect of motivation (X1) and organizational commitment (X2) on performance employee (Y) at PT. Maha Green, the results of the research analysis are shown in the image below. In this section, it is explained the results of research and at the same time is given the comprehensive discussion. Results can be presented in figures, graphs, tables and others that make the reader understand easily. The discussion can be made in several sub-chapters.

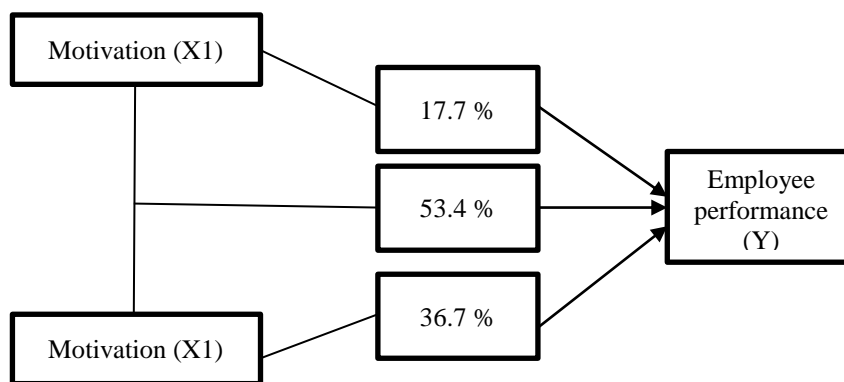


Figure 1. Influence Between Variables

Information :

- a. Motivation (X1) has a significant effect on employee performance (Y) at PT. Maha Green by 17.7% and the remaining 82.3% is influenced by other things. Motivation and performance employees have a moderate and unidirectional relationship (because the value is positive), which is 0.420. Thus it can be concluded that to improve employee performance, then employee motivation needs to be improved.
- b. Organizational commitment (X2) has a significant effect on employee performance (Y) at PT. Maha Green is 36.7% and the remaining 63.3% is influenced by other factors.

Commitment organization and employee performance have a strong and unidirectional relationship (because of its value positive) that is equal to 0.606. Thus it can be concluded that to increase employee performance, the organizational commitment to employees needs to be improved.

- c. Motivation (X1) and organizational commitment (X2) have a significant effect simultaneously on the performance of employees (Y) at PT. Maha Green is 53.4% and the remaining 46.6% is influenced by another factor. The relationship between motivation and organizational commitment to employee performance strong and unidirectional (because the value is positive) with a value of 0.736. Thus can concluded that to improve employee performance, motivation and commitment should be the organization of employees needs to be improved simultaneously because of the influence of the two variables larger than partially.

Discussion Analysis of Motivation Variables (X1)

Therefore a Employees who have high motivation can perform well. There are three dimensions According to McClelland, motivation is the need for achievement (nAch), the need for affiliation (nAff), and the need for power (nPow). Based on the results of the questionnaire that has been distributed to 34 respondents at PT. Maha Green, it is known that the lowest value in this variable is in item 6 with statement "I tend to set difficult targets at work". This statement is in the dimension of need for achievement (nAch). After analysis, it is known that managers do not understand their employees and are less close to their employees so that managers are less able to motivate employees well. Manager pays little attention the constraints experienced by employees in carrying out tasks so that employees are less motivated to have difficult targets to achieve and tend to complete the task simply because they consider it a task. The results showed that motivation has a significant effect on employee performance. If the problem regarding Employee motivation is not immediately addressed, of course this will reduce employee performance in the company and causes the company to be unable to achieve its organizational goals by fluent. This will also endanger the company in competing with its competitors. The highest value in this variable is found in item 11 with the statement I always like cooperation at work". This statement is in the dimension of need for affiliation (nAff). After being analyzed, it is known that the employees at PT. Maha Green prefers do the task in a cooperative way because according to them this way is more lighten the task of employees and make employees become more familiar. This is of course make employees more enthusiastic in completing tasks and motivated to work better.

Discussion Analysis of Organizational Commitment Variables (X2)

Based on the theory explained in the previous chapter, the commitment of an employee usually measured by job performance and the frequency with which employees consider considering leaving or staying with the organization. Organizational commitment will be built when each individual develops three attitudes that are related to the organization, namely identification (understanding of organizational goals), involvement (feeling involved in a job), and loyalty (feeling that the organization is a place to work and a place to live). Based on the results of the questionnaire that has been distributed to 34 respondents at PT. Maha Green, it is known that the lowest value in this variable is in item 6 with statement "I will not leave the company because I will not get good job now." This statement is in the dimension of continuance commitment. Analysis of the influence of motivation and commitment, After being analyzed, it is known that employees feel less involved in their work. According to employees, leaders and managers provide less opportunities for employees to participate in making decisions so that employees feel less valued by company and its existence is not important to the company. In addition, employees feel the benefits they receive are lacking, such as no joint vacations held by the office. The results of the study show that organizational commitment has a significant effect on employee performance. Organizational commitment has a strong influence on employee performance so that if problems in

organizational commitment to employees are not immediately corrected, it will cause a decrease in employee performance and has a negative impact on the number of employees who resign from the company. The highest value in this variable is found in item 1 with the statement "I" in working in accordance with company policy. This statement is in the affective dimension commitment. After being analyzed, it is known that employees are satisfied with the policy a company that does not make it difficult for employees. Based on the results of an interview with one of the employees, it is known that there is no pay cut penalty if the employee is late. Besides that, The company's working hours are also in accordance with the standard work regulations in Indonesia, which is eight hours a day. This of course needs to be maintained by the company so that the employee's commitment to keep working keep improving.

Discussion Analysis of Employee Performance Variables (Y)

Employee performance is what employees do and don't do. Such that As discussed in the previous chapter, an employee's performance is influenced by the ability innate abilities, effort, and organizational support (Organizational support). Based on the results of the questionnaire that has been distributed to 34 respondents at PT. Maha Green, it is known that the lowest value in this variable is found in item 19 with statement "I am supported by sophisticated technology in my work so that I can improve the performance". This statement is in the dimensions of organizational support. After analyzed, it is known that the technology used by the company to help work employees are less effective so that it does not help employee performance. Company still use old equipment, such as computers or printers, which sometimes get stuck when used.

CONCLUSION

Motivation has an influence on employee performance at PT. Maha Green. Motivation and performance employees at PT. Maha Green has a moderate and unidirectional relationship. This is evidenced by the results multiple linear regression test with a value of $Y=12,432+0,563X_1+1,202X_2$ so that it can be interpreted if there is no increase in the Motivation variable and Organizational Commitment variable, then Performance will remain at 12,432. However, if the motivation is increased by 1 point, the performance will increase 0.563 and if Organizational Commitment increases by 1 point, the performance also increases by 1.202. Organizational commitment has an influence on employee performance at PT. Maha Green. Organizational commitment and employee performance at PT. Maha Green has a strong and unidirectional relationship. This is evidenced by the results of a simple linear regression test with a value of $Y=26,842+0,564X$ so that it can be interpreted if the Motivation variable increases by 1 point, then Employee Performance increased by 0.564 points, but if there is no increase in the motivational variable the value will remain 26,842. Motivation and organizational commitment have a simultaneous influence on performance employees at PT. Maha Green. Motivation and organizational commitment simultaneously have a strong relationship strong and in the same direction to the performance of employees at PT. Maha Green. This is evidenced by the results of the regression test simple linear value of $Y=26,383+1,386X_2$ so that it can be interpreted if the variable. Motivation increases by 1 point, then Employee Performance increases by 1,386 points, but if there is none an increase in motivational variable value will remain 26.383

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