

ORGANIZATIONAL COMMITMENT OF WOMEN WORKING ON LEADERSHIP POSITIONS IN SAUDI ARABIA

By

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Abstract: *The study aims at exploring the level and forms of organizational commitment of women working on leadership positions in the Kingdom of Saudi Arabia. The three dimensions of organizational commitment, including affective commitment, continuance commitment and normative commitment, will be measured. The influence of demographic factors including age, experience, job position, qualification, income and marital status on the organizational commitment will be examined. It will be a descriptive correlational study in which scientific methodology will be used to answer the research questions. Organizational Commitment Questionnaire-OCQ (Meyer & Allen, 1997) will be used to collect data from 100 female professional leaders working in four major cities of Saudi Arabia. The statistical techniques, including mean, standard deviation, co-relation analysis, percentile analysis and analysis of variance will be used to test the study hypotheses. The present study will be unique in that so far this construct has not been studied in Saudi Arabia. It will offer empirical evidence of the level and forms of organizational commitment of women working on leadership positions in the Kingdom. This study is significant because it will provide insight about the state of organizational commitment of female leaders and will also develop an understanding of the commitment process so it can be promoted among female leaders. Furthermore, the research findings can be utilized to formulate appropriate strategies to address the organizational commitment related issues of female professionals in Saudi Arabia.*

Keywords: *Organizational Commitment, Leadership, Continuance Commitment, Normative Commitment, Affective Commitment.*

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