GENERATIONAL DIFFERENCES & ORGANIZATIONAL COMMITMENT OF IT & ITES EMPLOYEES

ABHILASHA*; DR. SUMAN PATHAK**

* VICE PRESIDENT & ASSOCIATE PROFESSOR
ALGOL SCHOOL OF MGT. & TECH.

** FACULTY – MANAGEMENT DEPT,
SHARDA UNIVERSITY

ABSTRACT
Organizational Commitment has been defined & measured in different ways. This study is an attempt to identify the Generational Differences influencing organizational commitment of IT & ITES sector employees in India. It is important as suggestions can be given to the IT & ITES sector in order to bring an awareness of the commitment level of Generation X & Generation Y employees. Gaining awareness of Generational Differences and commitment level of employees will help Managers to deal with their employees more appropriately and effectively. Using the measures developed by Meyer and Allen Three Component Model of Organizational Commitment (1991), the researchers have exploited Factor analysis by Principle Component Method to identify the factors influencing the organizational commitment of Gen X & Gen Y employees.

KEYWORDS: Organizational Commitment (OC), Generation X (Gen X), Generation Y (Gen Y), Work Commitment.