

HUMAN RESOURCE MANAGEMENT PRACTICES AND ORGANIZATIONAL
COMMITMENT AND INTENTION TO LEAVE: THE MEDIATING ROLE OF PERCEIVED
ORGANIZATIONAL SUPPORT AND PSYCHOLOGICAL CONTRACTS

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ABSTRACT

The purpose of this research was to examine the influence of HRM practices as a critical tool to make the employees more committed to their organization which in turn would affect employee intention to stay or leave the organization. The objective of the study was four fold. First goal was to investigate if eight human resource management (HRM) practices have a significant relationship with employees' perceived organizational support (POS) and psychological contracts (PCs). Second goal was to find out if POS and PCs had a significant relationship with employees' organizational commitment. Third goal was to investigate the significant relationship between organizational commitment (OC) and intention to leave. The final goal was to examine the mediating influence of POS and PCs on the relationship between HRM practices and OC. Data was collected through a survey of 183 employees working in a hospitality organization in India. Regression analyses revealed that POS mediated the relationship between employee perceptions of HRM practices and organizational commitment. The finding indicates that employer-provided HRM practices do not directly result in high employee commitment. HRM practices rather influence organizational commitment through perceived organizational support.