Perception of Decent Work and Employee Commitment: The Mediating Role of Job Satisfaction

The study investigated ‘‘perception of decent work (DW) and Employee Commitment: the mediating role of Job Satisfaction; to determine the extent to which employees’’ perception of DW influences their commitment to work. Specifically, the study sought to find out how job satisfaction mediates the relationship between the perception of DW and employee commitment. A cross-sectional survey research design of employees of tertiary institutions (Universities), as well as corporate organizations (multinational companies), in Nigeria was employed. A structured questionnaire elicited the required data from the randomly sampled respondents. Confirmatory factor analysis served to validate the instrument while Cronbach’s alpha served as the reliability test. The data were analyzed using structural equation modelling. The results indicate that social marginalization and work volition are significant predictors of DW, job satisfaction mediates the relationship between DW and employee commitment with partial mediation on the informalization of organizations and full mediation on the rest variables. Work volition and career adaptation have positive influences on employee commitment while informalization of organization and social marginalization have negative influences.