

Abstract

The present study investigated the moderating role of organizational commitment in Chinese culture of Hong Kong. Affective (AOC), continuance (COC), normative (NOC) organizational commitment together with prevalent workplace stress as well as job satisfaction were studied. Prevalent workplace stress was further identified as workload (WL), lack of autonomy (AUTO) and interpersonal conflict (IC). It is hypothesized that each type of organizational commitment will moderate the three most prevalent workplace stress – job satisfaction relationship individually. 98 Hong Kong workers participated in the study. Results showed that AOC moderate WL-JS relationship and AUTO-JS relationship but not IC-JS relationship. On the other hand, COC and NOC were found they did not play any moderating role in any workplace stress and job satisfaction relationships.