

## **The Impact of Perceived Job Security on Employee Commitment: A Study of Non- Executive Level Employees in Outsourcing Companies**

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The main objective of this study was to examine whether there is a significant impact of job security on employee commitment of non-executive level in outsourcing companies. This was important study because it will help organizations in outsourcing industry to have an in depth understanding influence of job security on employee commitment. The population of interest was the non-executive employees in five outsourcing companies under study. Sample of the study comprised 242 non-executive employees and the stratified random sampling technique was used to draw a sample of 164 respondents. Questionnaire method was used as the data collection method for the study. Descriptive statistics, correlation analysis and regression analysis were used as the main data analysis tools in this study. According to regression coefficient, there was a positive impact of job security on employee commitment. Therefore, this study found that perceived job security significantly impact on employees' commitment.

**Keywords:** *Job Security, Employee Commitment, Outsourcing Companies*

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