

## **Impact of Organizational Cynicism on Organizational Commitment and Mediating Role of Job Embeddedness: Evidence from ABC Military Organization**

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The concept of organizational cynicism in the workplace is characterized by frustration and disillusionment as well as negative feelings toward and distrust of a person, group, social convention, or institution. The effects of organizational cynicism were reported as a lack of organizational commitment and citizenship. Also, previous research has shown that cynicism reduces organizational commitment. The basic objective of this study is to assess the mediating impact of job embeddedness on the relationship between organizational cynicism and organizational commitment of officers in ABC Military organization and the specific objectives were derived to support the basic objective. The underpinning theory of social exchange theory was able to validate the relationship between organizational cynicism, organizational commitment, and job embeddedness. The study is cross-sectional, and the sample selection is based on stratified random sampling. Data collection is based on a self-administered structured questionnaire. The study findings revealed that there is a negative impact of organizational cynicism on organizational commitment, the negative impact of organizational cynicism on job embeddedness, and the positive impact of job embeddedness on organizational commitment. As the implication of the study, focused on the ABC Military organization observing how organizational cynicism changes the negative behavior of their officers towards commitment.

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