

## **A CORRELATION BETWEEN WORKPLACE STRESS AND ORGANIZATIONAL COMMITMENT: DOCTORS RESPONSE FROM PUBLIC AND PRIVATE HOSPITALS IN KARACHI, PAKISTAN**

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### **ABSTRACT**

The study inspects the correlation between occupational stress and organizational commitment among doctors working in public and private sectors of Karachi. The self-constructive survey questionnaire is circulated through convenience sampling techniques and gathered 1039 responses (public hospital=549 and private hospitals=490). A five-point likert scale measured response ranges from strongly agree (1) to strongly disagree (5) while 10-item scale was used to evaluate occupational stress. Additionally, dimensions of organizational commitment; affective, normative and continuance commitment were evaluated on a scale containing 6-items. The data was analyzed through SPSS 23. As interpreted from results, there is a weak positive linear relationship between AC and personal factor and organizational factor. Likewise, NC shares a weak positive linear relationship with personal resources and organizational factor. Similarly, CC has a weak positive linear relationship with personal factor and personal resources. However, AC has a strong negative relationship with personal resources while NC also has a strong negative relationship with personal factor. In a similar manner, CC has a weak negative linear relationship with organizational factor. Moreover, level of stress and commitment among doctors working in public hospitals is relatively low in contrast to private hospitals. In addition, males are under more stress. However, AC and NC are relatively high in females while CC is more in males.

**KEYWORDS:** Occupational Stress, Organizational Commitment, Public and Private Hospitals, Doctors, Personal Factors, Personal Resources, Organizational Factors