

Investigating the Correlation between Organizational Socialization and Work Related Attitudes in the Uncertainty Context of India

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Abstract

Job hopping has become the mantra for the millennials. In today's dynamic times, managing people turnover is as critical as business turnover. Previous studies indicate that socialization efforts in organizations are one of the important antecedents of work related attitudes like organizational commitment, job satisfaction, organizational identification and intent to leave. This study aims at studying the impact of organizational socialization on work-related attitudes which may differ depending on employee's need to reduce uncertainty. The results indicate that the socialization practices are reasonably well entrenched in India. Socialization has a weak correlation with organizational commitment, organizational identification, job satisfaction or intention to leave. Thus Western theories cannot be extrapolated to Indian situation because of differences in culture.

Key Words: Organization Socialization, Uncertainty, Culture, Job Satisfaction, Engagement.

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