

Affective, continuance, and normative commitment to the organization: An examination of construct validity.

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Affective, Continuance, and Normative Commitment to the Organization: An Examination of Construct Validity

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Abstract

Within the past few years, several studies have used the Affective, Continuance, and Normative Commitment Scales (Allen & Meyer, 1990; Meyer & Allen, 1984, 1991) to assess organizational commitment. The purpose of this paper is to review and evaluate the body of evidence relevant to the construct validity of these measures. Although some empirical questions remain at issue, the overall results strongly support the continued use of the scales in substantive research.



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