

## **EXECUTIVE SUMMARY**

Employee commitment is the employee's willingness and loyalty to work by representing the particular organisation. The success of the organisation is more depend upon the skill, ability and knowledge of the employee. The major concern for most of the organisation is to retain the competitive employees according to their stability and level of commitment towards organisation.

Therefore, "A Descriptive Study on Employee Commitment" with reference to "Auto CNC Machining Limited", Bangalore. Helped a lot about to find out how the employees are committed to their job and what all the factors they consider to be committed like work environment, job satisfaction, brand image of the company, respect, pay scale due to other personal commitment so on. This will vary from one employee to another and it is majorly depend on what the employee wanted to get and what organisation provide to them.

To understand about the few issues and consequences occurs while it comes to employee commitment. The objectives of the study are, to study the types of employee commitment towards organisation, to study the association b/w continuance commitment and gender and to analyze the relationship between affective commitment and intention to stay in the organisation.

Firstly the standardised questionnaire has been prepared and gets that approved by the HR and Manager of the company. Further, the study was carried through asking questionnaires and also through individual interaction with the current employees and the targeted respondents are belongs to various department of ACNC. After collection the primary data, proper analysis has been made through applying some statistical tool which gave the accurate information for the study.

The project has been done according to the chapter scheme first comes the introduction about the industry and company profile, then on theoretical background and literature review by referring some research papers. The analysis and interpretation has been made on collected data to know about the employees' perspective about the topic. Followed by the findings, suggestions for the implement and improvement in some area and eventually concluded that the employees at ACNC have shown the sign of higher level of overall commitment towards the organisation.