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commitment, and that employee engagement can be enhanced through satisfied. This study confirmed previous research showing that job satisfaction and organizational commitment constructs have positive and canonical relationship. (), there is a strong relationship between organisational commitment and job satisfaction, as also partially found in this The relationship between job satisfaction and organizational commitment is often examined in the context of motivation (Edmans, ; McAlearney, ; Pilcher,), defined as "an internal state giving rise to a desire or pressure to act" (Westwood,, p.). The study samples are of Library and Information Professionals selected randomly at the Annual Namely, Ryan et al. Research shows that% of worldwide employees are engaged (Bersin,) of job satisfaction and organizational commitment. The According to Hedayat et al. We conducted an empirical study aimed at identifying and quantifying the relationship between work characteristics, organizational commitment, job satisfaction, job The study assessed the role of age in the relationship between employees' job satisfaction and organizational commitment among employees of a special mission The findings show that there is positive and significant relationship between organizational commitment and job satisfaction. In this context, Gross and Etzioni (, p () regarding the opposite relationship between job satisfaction and organisational performance found out that consumer satisfaction influence on morale. Cole and Cole () discovered that organisational performance causes employee satisfaction. Work-related motivation job satisfaction among the employee of an institution of higher education (2) To examine the effect. of employee on job satisfaction and job commitment due to their biographical characteristics (3 The results showed moderately strong relationships between job satisfaction and organizational commitment as well as between these two variables and five different subscales. Although extensively We conducted an empirical study aimed at identifying and quantifying the relationship between work characteristics, organizational commitment, job satisfaction, job The study assessed the role of age in the relationship between employees' job satisfaction and organizational commitment among employees of a special mission The independent variables of the study are organizational commitment (affective, normative and instrumental), job satisfaction (satisfaction with the salary, with the There is a positive relationship between organizational culture, job satisfaction and the organizational commitment of employees. (), Larkin () and Seema et al. Interpretations of the findings are offered, recommendations for further research provided, and practical applications for small business owners and managers proposed Business leaders, who understand that job satisfaction has a significant role in organizational. Keywords: Organizational culture; job The study found that Job satisfaction was positively related to Organizational Commitment and Trust and Locus of Control moderated Job satisfaction and Organizational Commitment relationship. Regression coefficient shows that This study examined the relationship between perceived job satisfaction and organizational commitment in small business employees. employees, can ensure higher productivity (Hanaysha,).