

## ABSTRACT

The reason behind conducting this research was to assess the impact of perceived organizational support (POS) and perceived supervisor support (PSS) on job outcomes (affective commitment, job satisfaction and task performance) of employees working in educational institutes of Pakistan. It also aimed investigating the mediating role of resilience in the relationship among POS, PSS and job outcomes. This research was based on the basic assumptions of organizational support theory and social exchange theory. Sample included 500 teachers from private and public education institutes of Punjab with age range of 25-60 ( $M = 33.02$ ,  $SD = 8.09$ ). Inclusion criteria was that teacher must have experience of at least one year. Research data were collected through questionnaires of perceived organizational support and perceived supervisor support by Eisenberger et al. (1986), employee resilience scale by Naswall and Kuntz (2015), Allen & Meyer's (1990) affective commitment scale, task performance scale by Goodman and Svyantek (1999), and job satisfaction scale by Spector's (1985). Hypothesized relationships were tested with Structural equation modeling (SEM). Results indicated that variables are significantly correlated. Results showed that perceived organizational support and perceived supervisor support have significant positive impact on employee resilience, and job outcomes. Findings supported hypothesized model as resilience significantly mediated the relationship of perceived organizational support and perceived supervisor support with job satisfaction and task performance. Results of MANOVA showed that female teachers perceived more organizational support than male teachers while male teachers are more resilient than female teachers and male teachers perform tasks more efficiently than female teachers. Moreover, results showed that young teachers perceived more organizational support than middle aged teachers, while middle aged teachers are more satisfied with their jobs.