

This study examined relationships of intrapersonal characteristics (viz., self-efficacy, self-esteem, optimism and spirituality) with employees' commitment, and mediating role of meaning in life. Employees of government, corporate (Oil & Gas) and banking sectors in Pakistan participated in the study. Sample of the study included 160 male and 19 female participants. Demographic data sheet and six valid and reliable measures (viz., Organizational Commitment Questionnaire, The Meaning in Life Questionnaire, Generalized Self-Efficacy Scale, Rosenberg Self-Esteem Scale, The Intrinsic Spirituality Scale, and Life Orientation Test-Revised) were used to collect the data. Correlation analysis showed significant positive relationship of intrapersonal characteristics with meaning in life-presence ( $r=.48$ ,  $.59$  and  $.46$ ) and employee's commitment ( $r=.28$ ,  $.21$  and  $.19$ ) respectively for self-efficacy, self-esteem and optimism, while spirituality showed significant positive relationship with meaning in life-presence ( $r=.23$ ) but not with employee's commitment. Meaning in life-presence appeared as a sole significant predictor of employees' commitment in step-wise regression ( $R^2 = .15$ ), and fully mediated in the relationships of self-efficacy, self-esteem and optimism with employees' commitment in structural equation modeling via AMOS-23. Results of ANOVA showed that employees with 10 years or more experience reported higher commitment ( $M= 92.92$ ,  $SD= 13.50$ ) than employees with 6-10 years experience and 2-5 years experience ( $M= 88.62$ ,  $SD= 14.2$ ) and ( $M= 76.66$ ,  $SD= 19.16$ ). Government sector employees scored significantly higher on commitment ( $M= 93.53$ ,  $SD= 14.88$ ) than public/ corporate sector employees and private sector employees ( $M= 88.85$ ,  $SD= 15.5$ ) and ( $M= 83.55$ ,  $SD= 16.66$ ) respectively. On the basis of results, it is recommended that managers should create enabling working environment that encourages employees to find out meaning in life through work, so that their commitment level is strengthened.

**Keywords:** employee commitment, meaning in life, meaning in life-presence, self-efficacy, self-esteem, optimism, spirituality.