

## Abstract

The current study explores the impact of Organizational Cynicism on Job Satisfaction and Organizational Commitment among the employees of different public and private sector organizations in Pakistan and hypothesized that Organizational Cynicism is executive is negatively related and negative predictor of Job Satisfaction and Organizational Commitment. In the correlational study, 210 employees were selected a through convenient sampling technique from different public and private organizations. The Organizational Cynicism Scale by Brandes (1999), Minnesota Satisfaction Questionnaire (MSQ), the Organizational Commitment Scale by Allen and Meyer (1997) were used to measure Organizational Cynicism, Job Satisfaction and Job Commitment respectively. The statistical analysis of Pearson Product Moment Correlation and Simple Linear Regression analyses were applied for hypotheses testing. The results suggested that organizational cynicism is significantly negatively correlated with both Job Satisfaction and Organizational Commitment. Further the results explains that Organizational Cynicism is negative predictor of Job Satisfaction and Organizational Commitment. The present study concluded that the employees in different organizations has low work satisfaction and less committed towards their company goals due to lack of integrity for organization.

*Keywords:* Organizational Cynicism, Job Satisfaction, Job Commitment