

## **Abstract**

The present study examined the impact of workplace stress on organizational commitment and organizational citizenship behavior among telecommunication employees. Correlational research design was used. Data was collected from 200 telecommunication employees with a distribution of 130 male and 70 female employees. The age range was 24 to 45 years. Demographic form, Workplace stress questionnaire, Organizational commitment scale and Organizational citizenship behavior checklist were administered for data collection. Pearson's Product Moment Correlation, MANOVA and Simple linear regression was used. Significant negative relationship was found between workplace stress, commitment and citizenship behavior. Female employees have high workplace stress and low levels of commitment and organizational citizenship behavior than males. Results also revealed workplace stress as a negative predictor of organizational commitment and organizational citizenship behavior. This study has wide implications in the area of industrial/ organizational psychology.

**Key Words:** *workplace stress, organizational commitment, organizational citizenship employees, telecommunication employees*