

Organizational commitment plays a vital role in the progress of any organization. The researcher considered University of the Punjab and Gujranwala Institute of Future Technology University Gujranwala campuses as research centers and it includes how salary/financial benefits, job environment and opportunities for promotion are components of Organizational Commitment.

The accumulated results may be beneficial and helpful for future planners. The sample consisted of 153 employees working in Punjab University and Gujranwala Institute of Future Technology (GIFT) University Gujranwala Campuses. Questionnaire comprises 15 questions was prepared. The researcher adopted the questionnaire. Nature of the study was descriptive. Organizational commitment has a tremendous impact on Organizational performance.

According to this study, the employees of Gujranwala Institute of Future Technology University are more satisfied with Pay, recognition of their work, supervision received, Opportunity for promotion and working environment. The employees of The Punjab University Gujranwala Campus are found more satisfied as compared to employees in Gujranwala Institute of Future Technology University in relation to teaching load, job security and flexibility in working hours. From the above discussion we can say that, if we want to raise the Organizational commitment level from the employees, the organization whether Government or Private should give job security. So that he/she could not feel his/her future insecure.