

The rationale of this research study was to investigate the impact of HR Outsourcing on perceived organizational performance, also determining the mediating role of job satisfaction and organizational commitment in beverage industry of Pakistan. Literature guided about the direction of research, studying job satisfaction, organizational commitment, and perceived organizational performance, in context of human resource outsourcing assist to identify the research gap. Front level, middle level managers of beverage industry were taken as the total population for this study from Faisalabad region. Data was collected through structured questionnaire and were distributed by using convenient sampling technique. Questionnaires were distributed to 250 individuals.

The statistical techniques used in this study to analyze the data are frequency distribution, descriptive statistics, the Pearson's correlation and regression analysis. Data was analyzed with the help of SPSS software version 20. Results conclude that there is a positive and significance relationship between human resource outsourcing and organizational performance, findings also shows that mediators (Job satisfaction and organizational commitment) is influencing between dependent and independent variable.

Managerial implications suggest that organizations should establish effective communication across all level of the organization and involve employees in the phase of outsourcing HR process