Relationship Between Asakti and Organizational Commitment

Gitanshi Dua[1], Yukti Ahuja[2*], Pooja Jain[3]

[1]Student, Jagan Institute of Management Studies, Sector-5 Rohini Delhi PGDM
[2*]Professor, PGDM, Jagan Institute of Management Studies, Sector-5 Rohini Delhi PGDM
[3]Professor, PGDM, Jagan Institute of Management Studies, Sector-5 Rohini Delhi PGDM

*Corresponding author: Yukti Ahuja
[*]Professor, PGDM, Jagan Institute of Management Studies, Sector-5 Rohini Delhi PGDM
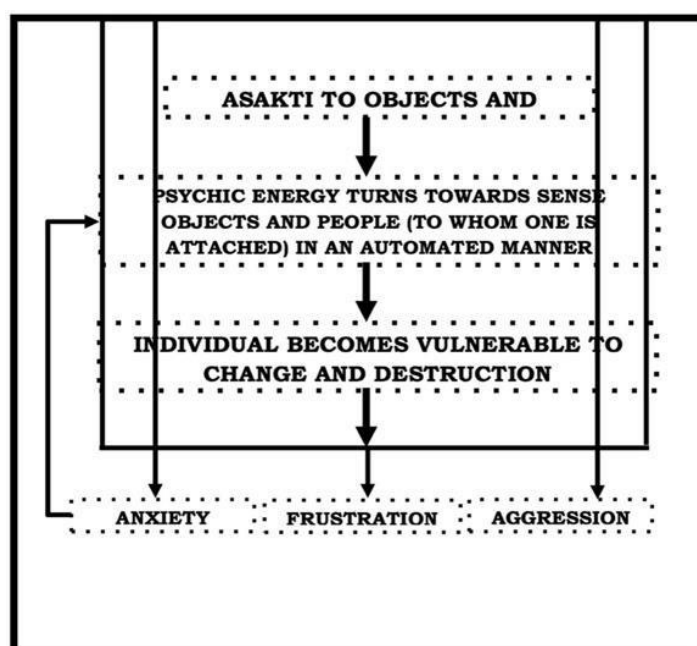
Abstract:
The aim of this study is to investigate the relationship of young adults between Asakti and Organizational Commitment amongst corporate employees between the age group of 22- 30 years. A sample of 100 working adults was taken out of which 49 participants were males and 51 were females. The data was collected from urban populations belonging to middle socio-economic strata in the Delhi NCR region. Two results indicated that there is no significant correlation between Asakti and Organisational Commitment ($r = -.005$, $N = 100$, $p = .959$, two-tailed). An independent t test found no significant difference in organisational commitment and Asakti between males (t = -1.760; df = 98; p=.449). Thereby concluding from the study, attachment did not have much impact on organizational commitment and specifically that of Asakti which is a variable from the Bhagwat Gita.

Keywords: Asakti and Organizational Commitment

Introduction

One of the famous scriptures of Indian psychology, the Bhagavad Gita, consists of a lot of variables that can be spoken about in Indian psychology today that have a lot of relevance, and one of them is an Asakti, a Sanskrit term that means attachment. Its literal English meaning is attachment, but it also relates to craving and desire, that is, to want something out of sheer greed, and it resembles the belief that if one devotes their time and emotions to any task, relationship, or any kind of effort that they put into something, it has to be a transactional process according to them, and they expect a return out of it, so they should get a reward or a favourable consequence as a result. So, in whatever effort one puts into something they do, they want to get a favourable outcome as a result. This kind of thinking becomes an element of their self-confidence and an idea of an everyday exchange process. The association of the past, present, and future or any kind of lacuna between one's cognitive model of reality and objective reality would cause distress to the person, due to which the attachment would lead him to click further into the personal model and the way they would try to protect it.

Swami Sivananda in 1997 spoke about the waves of thoughts of "vritti," which means "whirlpool". According to him, ignorance causes alteration of the mind and emotions, and ignorance can die only through knowledge. Thinking about God, a higher power of excellence would lead to 'brahmavritti," which should consequently lead to "anasakti," which means non- attachment.

Figure 1: Presentation of Asakti by Chinmayananda (1975) Slokas 62 and 63 of chapter 2 of Bhagavad Gita are stated below:

⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜
⬜⬜
⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜⬜
⬜⬜⬜
⬜

{62} As a person contemplates the object of the senses there arises in him attachment top them, from attachment arises desire, from desire anger is produced."

{63} "From anger comes delusion, from delusion the confusion of memory, and loss of mindfulness, from disappearance of memory and mindfulness, the loss of the faculty of discrimination, by the loss of faculty and discrimination ones perishes."

The translation of the above shloka mainly refers to the fact that as a person contemplates the things of his senses, he develops attachment to them due to a sense of possessiveness.; thereby, this attachment arises desire, and from desire, when one is not able to achieve this, anger is produced. From anger, one gets into the cycle of delusion, and from delusion, there is confusion in the memory and loss of mindfulness and awareness of oneself. With the disappearance of memory and mindfulness, the faculty of discriminating tends to occur, and by the laws of the faculty of discriminating, the sense of wellbeing of a human being tends to perish.

There are lot of researches that have taken place in Indian psychology on Asakti-Anasakti so thereby in a research turned by Bhushan (1994) Asakti has been defined as a desire related to a person or material wherein an attachment of the self and expectation out of the equation replaced Vairaga (detachment) and Asakti (attachment) at extreme ends of a spectrum like there are two ends of one continuum with Asakti being the one and Anasakti being the state of balance of the other continuum and the tendency on which people are high on Asakti would lead to people in negative emotions like jealousy hatred and vengefulness (dwesha) conceit/ego (asmita), pride (ahamkara) and desire (Raga) because of all these negative emotions of person tends to develop psychosomatic difficulties in securities and other negative manifestations in his or her own personality wherein he or she is not a

normal being and he or she tends to have a lot of negative emotions. Asakti is a sense of entitlement and the idea of possession, leading to dependence on the object of attachment with which one gets satisfaction.

As mentioned above, Asakti is very close to the Buddhist concept of attachment. It is a common experience among Buddhist practitioners who believe that sensory pleasures like wealth and power are all temporary in nature. Once someone satisfied his or her need, it may cause some kind of temporary relief from the same situation, but ultimately the attachments will cause more mental worries, generic life frustrations, stress, irritation, and suffering. In Buddhism, it is believed that attachment leads to suffering. It would be worthwhile to discuss one of the noble truths of Buddhism that specifically details attachment. The second noble truth of Buddhism states that desire and attachment are the causes of suffering (Nhatnamoli & Bodhi, 2001). All the forms of manifestations and desire that arrive from craving of sensory pleasures, "the will to do exist re-exist, to become more and more, able to grow have more and more, achieve more and more, have more and more money, more and more desires" (Rahula, 1974, p. 3), keep on increasing from one to the other, and attachments are account of all these manifestations of desire. They take different forms in different forms of relationships, and when substituted for happiness, wealth, power, pleasure, pleasure, etc., when substituted for happiness, produce a wide range of psychological problems. (Richard 2006)

Asakti in Hindu philosophy of culture is the attachment or inclination towards a person, object, or thing. There are certain cases wherein Asakti is essential and beneficial for some people and some kinds of matter, but there are a lot of places where it can be undesirable and harmful for the other person. All the beautiful or good vices that human behaviour can possess and have, are useful and conducive to aspects like knowledge, meditation, devotion, duty, attachment, etc. to a certain extent where these traits fall to be commendable, but an excess of anything is bad, and an excess of attachment falls to be injurious under certain circumstances in different forms of life.

Chapter 13 Verse 10 is stated below:
॒॑
॒॒॒॒॒॒॒॒॒॒॒॒॒॒॒॒॒॒॑॑॑॑॑॑॑॑॑॑॑॑॑॑॑॑॑॑

{10} "Freedom from attraction, freedom from attachment towards progeny, spouse, home and so forth, and ever remaining even minded when confronted with desirables and undesirables."

Lord Krishna guides us that a person who is Gyani and is not attached to the worldly pressures of attachment is the causeway of all the happiness and sadness in the world, the anxiety, mental agitation, and the way we mentally die ourselves to the relationships we have, whether it is children, parents', home, car, jobs, spouse, etc. There is a beautiful story of a monk who had an elephant and kept it tied with chains. A few days later, the elephant's master had opened the chains, but the elephant did not move because he was mentally tied to the chain at the same place. So we tend to behave like that elephant; we are so tied up and engrossed in the materialistic world around us that the main reason is that we are not having our mind in control, so it leads to the fact that when once we have desired the things that we gain for our happiness, we are very fine with it, but if it just doesn't happen according to our way, it makes us a sad, depressed, and humiliated individual. There is a turmoil of emotions, and one is not able to handle hazardous emotions carefully because of these huge amounts of material expectations. We are emotionally tied to these things, and we cannot remain calm in such situations, so basically, expectation minus reality is equal to sadness, which is 'dukh'. So there, Lord Krishna explained the fact that if we do not have any expectations, there are no disappointments. It is clearly said that attachment is nothing but a cause of all human miseries, and if we want to suffer from emotional pain, we tend to continue the fact that we tend

to get attached in our relationships. One needs to be dispassionate about accepting the discriminations in life so that separation doesn't cause extreme anxiety and immense pain.

1.2 ORGANIZATIONAL COMMITMENT

Organization commitment is determined by the way it predicts an employee's satisfaction towards his work, the way he engages in the job activities and responsibilities the kind of distribution of the leadership roles of the organization, the performance that he's giving in his job, the kind of insecurities that he has towards his job and many such other attributes that will actually comply to the commitment that an employee can give to his own organization and employees level of commitment towards the kind of work he is doing, the part of roles and responsibilities that he is very crucial to understand from the top management view point to be able to understand the kind of dedication that an employee has towards his work and that he or she performs on a daily basis.

Theories of organisational commitment:

Effective Commitment Theory:

In this theory emotional attachment of an employee is discussed towards the corporation According to this section of the theory of organisational commitment, an employee has a high level of active engagement to the organisation, which increases the employee's chances of success and staying with the organisation are longer and higher than in another normal case. When the attachment towards the working environment the organisation and the management is higher active commitment would also mean that an employee is not only happy but also engaged in the other activities of the organisation like participation in discussions meetings engagements job responsibilities giving inputs and understanding the understanding the nature of the organisation and being very proactive for the work being very ethical towards the work here she does and being a loyalist to the organization.

Continuous Commitment Theory

Related to fact that an employee has a strong sense of commitment to the organisation here she is working here she has a sense that in this level of commitment that they possess for the organisation for a longer period of time so they must stay more attached and invested in the organisation because for the period of time they stay there and they feel that they have invested in so much to the organisation that they are totally attached mentally emotionally and psychologically in the place they work at. For an example one can consider a person who works over a period of time in any kind of a place would obviously develop some kind of an attachment to visit her workplace there she is committed to kind of work he or she is doing and their responsibilities of the job that one possesses and performs not possesses performs and this may be one of the reasons that why an employee would want to commit when they are emotionally psychologically invested in the kind of work they are doing and they are pretty happy in doing it.

Normative Commitment Theory

So this is the level of commitment that an employee would have the organisation was the fact that he or she is obligated to stay with the organisation wherein they actually feel like staying in the organisation is the right thing for them to do there is a moral question attached to the normative commitment that they have towards the organisation they work for and then what are the other factors that would lead to lead to a commitment like which is normative in nature as explained earlier that this is more moral in nature when they would want to stay that there are people either there are higher authorities or their juniors or co-workers whoever who believes in them or maybe they feel that they have been treated very fairly and they have been treated equally and well and they are happy working there and they do not wish the chance of leaving the organisation and finding them in between and like it's a known devil is better than unknown angel so it becomes difficult to go to a new place and

adjust there. This is why they believe that staying is a better commitment towards the organisation they have already worked for a longer period of time.

So, it is also critical to realise that the level of commitment would be determined by a variety of characteristics that would differ from person to person and might theoretically be considered by someone working on a new creative marketing research project. Being compensated lavishly for research or working in another sector in an operational area also depends on the kind of environment, department, or area that a worker is working in, so there are chances that individuals will have either effective, normative, or continuous commitment to the organisation that they have, all depending on the kind of nature of the job that they have, and why do they have that necessity towards the job that they are already engaged in, it is due to normative commitment or other factors that are also reasonable in nature.

The advantages of an organisational commitment are:

1. High employee productivity would mean that the employees that are more committed towards the organisation they work for are highly productive in nature; they believe that the organisation's goal, mission, vision, leadership team, or whatever that an organisation has for them will always help them produce better results. The levels of productivity would be higher than those of the normal employee who has less commitment towards the organisation they work for, but they will also ensure that everybody around them in their team, their colleagues or co-workers, also tend to display the same amount of effort that they put in because of their loyal nature towards the organisation.
2. Absenteeism is one of the most important factors to be considered for sustaining any organisation, so an employee who's a more committed and motivated staff member for an organisation will appear and take fewer leaves as compared to the other employees and peers because committed employees are looking forward to the kind of work they do in completing their targets and helping out in completing the projects and the other organisation goals that one has also.
3. Organisational commitment would be that the people working in the team are excellent team players, so the employees that are very dedicated towards the organisation believe that working in teams is a good option for sustaining an organisation because it improves one's efficiency. Since OC is teamwork, one tends to see that co-workers who are not willing to contribute that much but a little push might help them produce better results also tend to contribute significantly to the boosting ability of the team and in terms of producing an output in terms of a team's ability.
4. People who are very committed to the organisation they work for are very effective and positive advocates of their employers since they believe that they've always been supported by them, and they are believers and supporters of the products, commitments, policies, and anything else that the organisation has to offer them.

In conclusion, organisational commitment can improve an employee's job satisfaction, motivation, retention, performance, health, and well-being. Employers can encourage organisational commitment by fostering a healthy workplace culture, providing chances for professional development, and recognising and rewarding employee efforts.

In lieu of the explanation, both above variables are tested by the Asakti-Anasakti scale given by Bhushan and Jha. Originally, the organisational commitment scale was introduced by Mowday et al. (1979), and for operational use in the study, we are using the scale given by Upinder Dhar, Prashant Mishra, and D.K. Mishra.

The Asakti-Anasakti scale is given by Bhushan and Jha (2005); it consists of 40 items and is a

statistically reliable and valid test. These are the two extreme ends of the same continuum, like introversion and extroversion. Asakti belongs to one end, and Anasakti belongs to the other end. Asakti is related to sheer attachment, materialistic possessions, and people who have a lot of expectations in the relationships they are in. It is certainly demonstrated by hatred, vengefulness (dwesha), conceit or ego (asmita), pride (ahamkara), and desire (Raga). Whereas Asakti is related to detachment, and the test-retest reliability of the scale was 0.87.

The organisational commitment scale is given by Upinder Dhar, Prashant Mishra, and D.K. Mishra. It consists of eight items and is a statistically reliable and valid test. It measures employees' organisational commitment. The sense of belongingness or being together in any workplace has occurred recognised as one of the most essential and powerful elements that may bring people who work together. This scale has been successfully used for screening out individuals with low and high organisational commitment, and this tends to have a direct bearing on organisational and individual performance. This scale has likeable utility for behavioural scientists, psychologists, and HRD facilitators. The finest feature is that it is a self-administering questionnaire that does not necessitate the services of a highly skilled tester.

Attachment in an organisation can lead to responsible behaviour and bonding towards the organisation. One tends to perform better if he or she has a better attachment with the organisation. If one feels at home with the organisation, the feeling of belongingness helps one work harder and produce better output. Employee attachment in an organisation is always to the benefit of the organisation, as it leads to less absenteeism and more productivity. The better the output of the employees, the better the earnings of the organisation. As a result, the purpose of this study is to determine the impact of Asakti, or attachment, on an employee's organisational commitment to his or her organisation.

REVIEW OF LITERATURE

Pratama, Suwarni, and Handayani (2022) used person-organization fit as a moderator variable to study the association between work satisfaction, organizational commitment and turnover intentions. According to the data analysis, work satisfaction and OC had negative influence on turnover intention. However, moderated regression analysis indicated this. Individuals who are not organizationally fit are unable to govern job satisfaction in connection to turnover satisfaction. On the other side, organisational fit has the potential to limit organisational commitment to turnover intention.

Jing et al. (2022) wanted to investigate social undermining and the three types of organisational commitment. The aim was to understand the interrelationship between social undermining and three types of organisational commitment: emotional, normative, and continuing. The data was collected from 626 working people, and the results were derived using regression analysis. In the end, the studies revealed unfavourable correlations between social undermining and both effective and normative commitment.

Herrera and Heras-Rosas (2021) sought to investigate the company's organizational commitment and its relationship with the psychological contract. Organizational commitment was regarded as a key factor in achieving better growth in business organizations in terms of their work environment, and they always aspired to achieve high levels of performance while minimizing absenteeism and turnover. Psychological contract was positioned as a variable with more density and centrality when contrasted to organizational commitment, which is stronger and farther away. Variables in many concerns connected to a sense of justice, expectations of responsibility within the constraints of the psychological contract, and its breach have increasingly persisted through time. Finally, it contributed to the present societal need that evolved with the rising employability of the Millennial and

Generation Y generations.

Yaçin, Akan, and Yildirim (2021) investigated academics' organizational commitment and psychological well-being. The investigation was conducted on 132 admissions. A quantitative research technique was also applied. The research data was acquired using measures measuring organizational commitment and psychological well-being. In terms of the sub dimension of OC, the emotional commitment of the admissions was found to be high normative, however the attendance commitment was found to be very moderate. Furthermore, a substantial positive association was discovered between admissions' psychological well-being levels and their organizational commitment levels. Furthermore, admissions' psychological well-being was a major predictor of emotional and normative commitment. That was a subset of organizational commitment, but it was also a strong predictor of attendance. Dedicated to the organization.

Nguyen, Hoi LE et al., (2020) investigated the direct and indirect effects of organisational commitment on employee motivation through two main mediating factors, opportunistic behaviour and knowledge sharing, in a Vietnamese enterprise. The data was collected on 379 questionnaires, with 307 people providing valid data. The results showed that among the organ's opponents, there are both direct and indirect effects on employee motivation, and the two main mediating factors were discovered to be opportunistic behaviour and knowledge sharing, and the results also showed that opportunistic behaviour had a negative impact on the knowledge sharing of employees in an enterprise.

Ridwan, Mulyani, and colleagues (2020) want to know how perceived organizational support, organizational commitment, and citizenship behaviors affect employee performance. Both partially and concurrently at West Sumatra's SPMI private institutions. Furthermore, the study's findings show that perceived organizational support, organizational commitment, and organizational civic conduct all had a favorable and substantial influence on employee performance at SPMI Private University, both partially and concurrently.

Alrowwad, Almajali, and colleagues (2019) intended to investigate the impact of organizational commitment on organizational performances improvement. Multiple regression analysis results demonstrate that continuity commitment and normative commitment have a significant positive influence on organisational success, but emotional commitment has no effect. Furthermore, the ANOVA test results demonstrated that there is no significant difference between age, experience, or academic rank in the influence of organisational commitment on organisational performance. The findings have significant implications for university management. That is, in order to increase organisational performance, decision- makers must pay attention to organisational commitments.

Fitrio, Apriansyah, and colleagues (2019) explored the role of work satisfaction in influencing organisational citizenship behaviours as mediated by organisational commitment. An economics college conducted research to evaluate the impact of work satisfaction on organisational commitment behaviour and organizational commitment on organizational citizen behaviour. There were a total of 34 participants. According to the findings, job satisfaction had a positively influenced on organizational citizen behaviour, and organisational commitment had a significantly influenced organizational citizen behaviour. Similarly, satisfaction had a considerable impact on organizational citizen behaviour, and organisational commitment mediated the interrelationship among WS and organizational citizen behaviour positively and considerably.

Mohapatra, Satpathy, and Patnaik (2019) conducted study on organisational commitment and job satisfaction in the IT sector. The aim was to analyze the effect of organisational commitment on job

satisfaction. It also considers the demographic factors that influence job satisfaction. A descriptive study was performed to determine the progression opportunities and how timely increases in salary and benefits contributed as the primary aspects that may bring about employee satisfaction. Second, other criteria that mattered were gender, age, job, and experience, none of which had a significant favorable influence on work satisfaction. Employees that contributed were motivated based on their dedication to their organization, and a significant number of pleased employees encouraged a sense of responsibility for the organization's successful operation. That might be considered organizational citizenship conduct.

Eliyana, Ma'arif, and colleagues (2019) investigated the impact of work satisfaction and organizational commitment on the performance of the employees in transformational leadership. In addition, the study revealed that transformational leadership had a significant impact on JS andorganizational commitment. Transformative leadership, on the other hand, was unable to give. This is important. The impact on job performance. When organisational commitment came into play. It may also have no direct impact on the job performance of that organization's employees.

Arasanmi and Krishna (2019) investigated organizational commitment's function as a mediator in employer branding. The article's goal was to look into the relationship between employer branding and a specific characteristic. Following the advice of the organisation. As well as employee retention. Also discussed is how it has a major effect on employee organizational commitment. As a predictor of employee retention, and the third and most important conclusion of the study was that the connection between organisational support and employee retention in this study was mediated by organizational commitment.

Luz, Paula, and Oliveira (2018) wanted to know how organizational commitment and job satisfaction affect intentions of turnover among any working organisation. The findings indicated that effective and normative commitments, as well as satisfaction with which they pay and satisfaction with which the advancement and type of work were associated with the intention of negative turnover, were significant. Also, there was a negative link with purpose to turnover in the demographic components, and one of the primary conclusions of the research was that the variables disclosed in the research that was used for the study influence and of respondents.

Bihani and Kundu (2018) The significance of emotional attachment behaviour, readiness, affiliation and values developing in the construct of organizational commitment were studied and explored in a study conducted at the University of Calcutta. The data was evaluated using a structural equation model, and it was discovered that the employees' belief system and the belief system of the organization seemed to lead to increased commitment on the part of the employees.

Batisti and Kenda (2018) sought to synthesize the literature on strategic human resource management and leadership anti-theory ideas about cross-level interaction. For the article, three leadership styles were investigated: secure, anxious, and avoidant. Micro Innovations that investigated the cross-level interaction between leadership styles and the two formal human resource systems. It shows that secure attachment technique allows for autonomous segments as a genuinely appropriate case. This leads to a larger amount of perceived creative autonomy and higher levels of creative reactions in general.

The goal of Kalpan et al. (2018) was to look into the relationship organizational commitment and work performance. The goal is to find out how organisational commitment affects worker productivity (including emotional commitment, normative commitment, and continuous commitment). The regression analysis revealed that, whereas continuous and normative commitment had no discernible effect on task performance, emotional commitment had a significant and positive effect.

Kalpan et al. (2018) sought to study the inter-connection among organisational commitment and work performance. The goal is to see how organizational commitment affects worker productivity. The regression analysis revealed that, whereas continuous and normative commitment had no discernible effect on task performance, emotional commitment had a significant and positive effect. The study also discovered that in the public sector, occupational satisfaction predicts emotional and normative commitment more strongly than in the private sector. In contrast, job satisfaction did not significantly predict continued commitment in the public sector. Organisational commitment, according to the statistics, is a substantial predictor of the urge to resign, and the two have a negative relationship.

Ravichandran and Kodian (2017) conducted research on organisational commitment. Culture, gender, group diversity, commitment profiles, and organisational information were discovered to be associated with organisational commitment, implying that they were influenced by organisational commitment, according to an analysis of numerous studies on factors associated with organisational commitment, such as distributive and procedural justice conflicts, and so on (Cohen 1992). As a result, the overall purpose of the secondary research piece was to provide an overview of organisational commitment research by presenting the findings of numerous systematic and complete review papers and articles that established the organisational commitment variables.

Indarti et al. (2017) set out to explore the impact of organizational commitment behaviour on the relationship between personality, organisational commitment, and job satisfaction on performance. The issue that this article aims to address is whether organizational citizenship activity modifies the effects of personality, organizational commitment, and job pleasure. This study was conducted in Makassar, where every citizen is a lecturer with permanent lecturer foundation status. The study's findings revealed that modifying organisational citizenship behaviour has a mediating influence (indirect effect) on performance, indicating that the higher these elements are, the better the performance, and if they are mediated, organisational citizenship behaviour is also higher.

Banerjee-Battist and Rio (2016) wanted to learn more about attachment and mentorship. Relations with junior faculty, organizational commitment, and intention to leave were all investigated. Results of the linear regression analysis, secure attachment was positively and substantially connected to organizational commitment and negatively and strongly related to the purpose to leave. According to the linear regression analysis, psychological support and career support were positively and substantially connected to organizational commitment and negatively and strongly related to desire to leave. Therefore, we can conclude from the research that attachment and carrier support interact to predict both organizational commitment and intent to turnover.

Pandey and Singh (2015) investigated Asakti-Anasakti as a mediator of emotional labor, strategy, and burnout among Asha workers. The study discussed Asakti (attachment) and Anasakti (non-attachment) from the Bhagavad Gita's Indian philosophy, and it investigated the link between these two emotional labor techniques of surface and deep-level behavior and burnout conditions. By participating in social health activities (Asha workers). Data on 116 Asha workers was collected, and it is obvious that Asakti-Anasakti moderated the association between emotional labor techniques and exhaustion. As an individual's Asakti levels grow, so does burnout, and this relationship is inverse for Anasakti.

Aki Asfuroglu and Erbas (2015) sought to investigate the association between attachment degree and romantic partner relationships, emotional commitment, and sustained engagement to an organization. For the same, the organization, commitment scale, and passionate love scale were applied. The survey was also done in the healthcare sector, with nurses and physicians collecting data. Stata 11 and SPSS 21 were used to study the survivors. The study's findings revealed a positive and weak association

between the amount of passionate love, affective commitment, and sustained commitment.

Singh and Gupta (2015) conducted research on work engagement, organisational commitment, professional commitment, and team commitment. It was an investigation on generational differences. Generational variations were studied in these parameters. Organisational commitment can be defined as effective organisational commitment, normative organisational commitment, professional commitment, and team commitment. The paper claims that Generation Y is highly professional. In terms of emotional organisation commitment, socialists were found to be more committed than generations X and Z.

Scrima et al. (2015) explored the path of adult attachment, organisational commitment style, and workplace adult attachment. According to the study's findings, SECURE employees were employed. Avoidant employees had higher preoccupied W scores than preoccupied Secured workers, and preoccupied workers had higher preoccupied W ratings than secure and avoidant workers. Derby found that avoidants had more normative commitment than secure and preoccupied employees, but preoccupied employees had higher continuation commitment than secure and avoidant employees.

Larkin (2015) investigated employment satisfaction organizational commitment and leaving intentions of online educators in K-12 setting. The researcher collected and analysed quantitative and qualitative data in two rounds using a sequential explanatory design. The findings indicate that K-12 online teachers are moderately to very satisfied with their jobs, which is related to one's emotional connection to their company, as well as their ambition to continue teaching online in the short, medium, and long term.

Atmojo (2015) sought to explore the result of transformative leadership on job satisfaction, organizational commitment and employee performance. Heads of departments, plantation managers, plant managers, heads of bureaus and divisions, heads of assistants, heads of strategic business units (SBUs), chief engineers, and heads of hospital services comprised our research sample of 146 middle management professionals. In the study, SEM, or structural equation modelling, was utilised to analyse and assess the relationships between the variables. findings of the study indicated that, transformative leadership has a substantial impact on organisational commitment as well as work satisfaction. Organisational commitment and job happiness have both been proved to have a significant impact on employee performance.

Azeem and Akhtar (2014) sought to explore the impact of balance of work-life job satisfaction, on the organizational commitment of healthcare professionals. The research looks into how healthcare personnel' perspectives on work-life balance and job satisfaction affect their organisational loyalty. According to predictions, a perceived work-life balance improves workplace happiness, leading to employee engagement with the company. The Chaney's 5 statements (2007) and Gutak et al. (1991) consisting of 8 statements are used to assess the degree of work-life balance. According to the data, respondents have negative attitudes towards work-life balance, job satisfaction and organizational commitment. work-life balance, job happiness, and organizational commitment are all inextricably linked. According to a regression analysis, work-life balance accounted for 37% of the variation in organisational commitment and job satisfaction.

Kumari and Afroz (2013) wanted to study the impact of affective commitment on employee life satisfaction. The purpose was to investigate how good communication commitment improves an employee's life happiness. The sample comprised of 200 NTPC India employees who consented to participate in the study, and statistical and descriptive analyses were done. According to the data, organisational emotional engagement was extremely essential and related to life satisfaction among

management personnel.

Roy and Rioux (2012) studied the function of workplace attachment as a mediator between organisational commitment and organisational citizenship practices. As a result, the primary goal of the study was to establish the role of location, attachment, and their interactions between and organisational citizenship behaviour and organisational commitment. The sample was gathered from 80 people. According to the majority of the study, the predictive function of organizational commitment on citizenship conduct has been the focus of several studies, and this study discovered substantial correlations between effective and normative organizational commitment and organizational citizenship behaviour. Positive and connected to one another. Affective and normative commitments were similarly shown to be predictive of civic activities in the sample.

Falvo (2012) conducted research in two Italian hospitals to investigate attachment types in organizations. This study demonstrated that adult attachment theory might be applied to the organizational realm. The findings revealed that attachment security was related with reduced levels of intention to leave and work burnout through the mediation of emotional commitment. The avoidant behaviour was also found to relate to tiredness and semitic relationships. The findings' uniqueness and the utility of analysing attachment in their structure were extensively examined in the findings.

Harms (2010) set out to investigate adult attachment types in the workplace. The purpose of this work is to explain the attachment style theory and why academics had neglected attachment styles as antecedents of organizational behaviour, which necessitated reconciling the attachment theory with current conceptions of an individual's actual personality. Companies' personality assessments and attachment types should be the primary selection criteria. Secondary research was carried out for this analysis.

OBJECTIVE OF THE STUDY
- To study and understand the relationship shared between Asakti and Organisational Commitment amongst the working population.
- To assess the difference in Organisational Commitment between males and females who are working.
- To assess the difference in Asakti between males and females who are working.

RESEARCH GAP
All the above research that have been conducted till now have mostly addresses the organizational commitment and attachment styles (affective, Normative and Continuance). However not many research have been conducted on the variables Asakti and Organizational Commitment. Thus, by doing this research the author tries to study the relationship between these variables for someone who falls under this category.

RESEARCH METHODOLOGY

SAMPLE: A sample of 100 working adults were taken out of which 49 participants were males and 51were females.

SAMPLE DESCRIPTION: The study has 100 total participants in its sample. 49 guys and 51 ladies between the ages of 22 and 30. All the individuals were at least graduates and working with the minimum qualification of a BA, BBA, etc. The forms were administered with the consent of the participants for pure research purposes. Data was collected from urban populations belonging to middle socio-economic strata in the Delhi NCR region: Noida, Faridabad, North Delhi, Central Delhi,

East Delhi, South Delhi, and Gurgaon.

Table-1: Description of sample

Males	49
Females	51
Age Range	22-30 Years of Age
Minimum Qualification	BA

VARIABLES
Independent variable- Asakti
Dependent Variable- Organizational Commitment

Tool Used:

Test for Asakti-Anasakti: Bhushan & Jha (2005)
It consists of 40 items and is a statistically reliable and valid test. These are the two extreme ends of the same continuum, like introversion and extroversion. Asakti belongs to one end, and Anasakti belongs to the other end. Asakti is related to sheer attachment, materialistic possessions, and people who have a lot of expectations in the relationships they are in. It is certainly demonstrated by hatred, vengefulness (dwesha), conceit or ego (asmita), pride (ahamkara), and desire (raga). Whereas Asakti is related to detachment, and the test-retest reliability of the scale was 0.87.

Organizational Commitment Scale: Upinder Dhar, Prashant Mishra & D.K. Mishra.
It consists of 8 items and is a statistically reliable and valid test. It measures employees' organizational commitment. The sense of belonging or being together in any workplace has been identified as one of the most essential and powerful forces that can tie people who work alongside together. This scale has been used successfully to screen out people with low and high organisational commitment and this tends to have a direct bearing on organizational and individual performance working in an organizational setup this scale has likable utility for behavioural scientists' psychologist as well as HRD facilitators and the best part is that it can be done by oneself and it does not necessitate the use of highly qualified testers for its administration. The overall scale's reliability co-efficient was determined to be 0.6078. There are 2 factors that are assessed in this questionnaire, Factor-1 is Concern for the organization, as determined by the components 1,2,3,5, and 7, and Factor-2 is Identification with the organization measured by 4, 6 and 8.

For the purpose of research, 100 participants (49 males and 51 females) were selected using random sampling. They were all working people. Light conversations helped to establish rapport with them. If there were any questions or concerns about the questionnaire, they were addressed. It was ensured that the environment for data collection was favourable. The data was gathered by personally visiting the subjects and requiring them to complete the questionnaire. This was done to prevent any extraneous variables from interfering with the filling out of responses. The participants were made aware that there are no right or wrong answers and that there is no time limit. Participants were given detailed instructions. Directions were also given verbally in addition to written instructions. Following the data collection, scoring was performed manually in accordance with the manual instructions. The ethics of data collection were considered throughout the process. The subjects were assured that their information would be used solely for research purposes. After the data collection, descriptive and inferential analyses were performed using SPSS.

RESULT:

The study has attempted to investigate the association between two variables (Asakti and Organisational Commitment). The table below shows the mean and standard deviation of these variables.

Table - 4.1 Descriptive Statistics of the data collected for Asakti and Organizational *Commitment*

Variable	N	Mean	SD
Asakti	100	108.1	9.35
Organizational Commitment	100	28.50	4.02
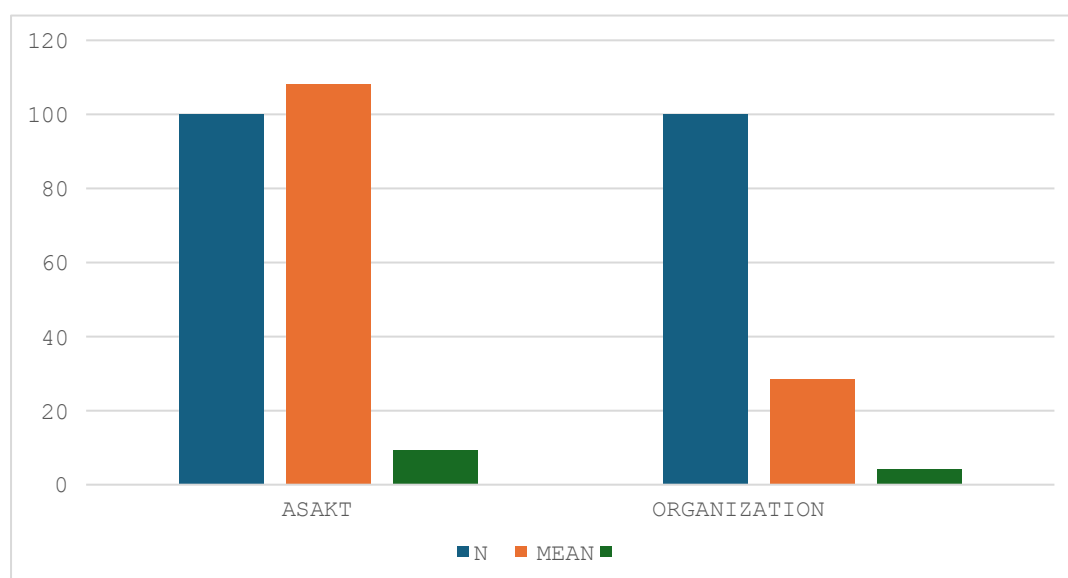
Figure 1- Representing Group Statistics.

Table – 4.2 Correlation between Asakti and Organizational Commitment

Variables	Asakti	Organizational Commitment
Asakti	1	-.005
Organizational Commitment	-.005	1

**represents significance 0.01 level (2 tailed)
*represents significance at the 0.05 level
According to the findings, Asakti and Organisational Commitment have no meaningful link. (r = -.005, N = 100, p = .959, two-tailed)

Table –4.3 Independent samples t-test between males and females on Organizational Commitment and Asakti

Group	t	df	*p*

Organizational Commitment	-.471	98	.639
Asakti-	.760	98	.449

To compare males and females, an independent sample t-test was used on Organizational Commitment and Asakti. The males (M = 28.69, SD = 4.28, N = 49) have scored negligibly higher than females (M =28.31, SD = 3.79, N = 51)on Organizational Commitment, the difference is not significant. Similarly, for Asakti, the males (M = 108.82, SD = 11.14, N= 49) have scored negligibly higher than females (M = 107.39, SD = 2.27, N = 51), the difference is not significant. An independent t test showed that the differences in organisational commitment between men and women (t = -.471, df = 98, *p* = .639) and Asakti (t = -.760, df = 98, *p* = .449) was insignificant.

DISCUSSION

The study's goal was to examine the association between Asakti and Organisational Commitment.

The research sought to investigate the association between two variables: Asakti and Organizational Commitment. The outcomes were computed. Correlation, mean, and standard deviation were used in the evaluation. The mean score and standard deviation for Asakti and Organizational Commitment are shown in Table 4.1, while the association between Asakti and Organizational Commitment is shown in Table 4.2.

Table 4.1 indicates, A high score on these scales represents a higher degree of presence of the construct in the individual. In the above table the mean and SD of the respondent can be found. Organizational commitment has been measure through the organizational commitment scale which consists of 8 items and the possible score range is between 8 to 40. The obtained mean and SD 28.50 and 4.02 which indicates that the participants have an above average organisational commitment. Asakti is measured through the Test for Asakti-Anasakti given by Bhushan & Jha which consists of 40 items, the scores range between 40 to 200, and the obtained mean is 108.1 and the standard deviation is 9.35 indicating that dubs sample size has scored an average on Asakti.

Table 4.2 results indicated that there is no significant correlation between Asakti and Organizational Commitment (r = -.005, N = 100, p = .959, two-tailed). Figure 2 represents the scatter graph (X axis = Asakti, Y axis = Organizational Commitment) shows that the data points are scattered around the flat regression line. Therefore, with the absence of any relationship of the variables, it is evident that null hypothesis has been established. Thus, the *First Hypothesis, "There will be a positive and direct relationship between Asakti and Organisational Commitment among the working population" is rejected.*

Table 4.3 In order to compare the gender differences in Organisational Commitment and Asakti, a separate sample t-test was performed. On the Organisational Commitment scale, men (M = 28.69, SD = 4.28, N = 49) slightly outperformed women (M = 28.31, SD = 3.79, N = 51), but the difference was not statistically significant. Similar to this, for Asakti, males scored marginally higher than females (M = 108.82, SD = 11.14, N = 49), and the difference is not statistically significant. An independent t test found no statistically significant difference in organisational commitment and Asakti between males and females (t = -.760, df = 98, p =.449).

As indicated in the results above, a T-Test Analysis was conducted to assess the level of Asakti and

Organizational Commitment amongst the male and female working population. The test indicates that there stands no notable interrelationship between organizational commitment of males and females and the Asakti, i.e., the attachment level of working males and females towards their institutions. Thus, this concludes, that, The Second Hypothesis, "There will be a significant difference in male and female organisational commitment." is refuted. Also rejected is the Third Hypothesis, "there will be a significant difference in Asakti (attachment) of males and females."

Yoon and colleagues investigated interpersonal connection and organisational commitment. A subgroup theory was reconsidered. Cohesion research for a subgroup method was undertaken, which projected that interpersonal attachment among actors would contribute to subgroup fragmentation, putting players' commitment to a larger group at danger. It was carried out on 1621 employees from 62 work organisations in Korea, and an empirical test was carried out for interpersonal attachment and its impact on commitment to work in the organisation in the work units, as well as interpersonal attachment between similar positions in the same work unit, and what type of impact they have on the organisation. A factor analysis was utilised to determine the study's conclusions. According to the findings, peer employee support, supervisory support, and employee support had a more positive influence on organisational commitment, work satisfaction, and organisational commitment than the literature on social support.

The hypotheses of the study has been proven to be insignificant, yet there have been studies that have hypothesised conflicting results regarding interpersonal attachment and commitment towards an organisation encompassing large groups. These cohesive approaches hypothesise interpersonal attachment. Among large group members who commit to their organisations on personal terms, this might or might not have an impact on an organisation to a larger extent because this is too personal in nature. For example, an old employee who has been working in an organisation for a very long period of time will be more and more attached to the company and to the bosses than somebody who's just joined you. For example, we have recently seen in the news article that Mr. Ambani gave his oldest employee a crore-rupee bungalow for enriching him and for his valuable contribution to their company. So, these things indicate the level of commitment that an employee has towards the boss or the organisation.

CONCLUSION

This research examines the relationship between attachment (referred to as Asakti) and employee organizational commitment. Attachment in an organization is associated with responsible behaviour and a sense of bonding, leading to improved performance. When employees feel a strong attachment to the organization, they experience a sense of belongingness that motivates them to work harder and produce better results. This employee attachment is beneficial for organizations as it reduces absenteeism and increases productivity, ultimately contributing to higher earnings. The study includes a sample of 100 participants, consisting of 49 males and 51 females aged 22-30 years, who are working professionals with at least a graduate degree. Data was collected from urban areas in the Delhi NCR region of India. The findings of the study suggest that attachment, particularly the variable Asakti derived from the Bhagwat Gita, did not have a significant impact on organizational commitment. Additionally, the T-Test analysis indicated no significant gender differences in attachment and organizational commitment. While adult attachment styles have been studied in relation to work behaviour, the specific impact of Asakti on organizational commitment is relatively unexplored.

Thereby concluding from the study, the results came out be that attachment did not have much impact on organizational commitment and specifically that of Asakti which is a variable from the Bhagwat

Gita. The context was taken in construct of Indian psychology thereby rejecting my initial hypothesis as the results had come out to be null. Along with it, as per the T-Test Analysis, the later hypotheses to assess the gender difference between the variables, show no significant difference for both the variables.

Adult attachment styles have recently been considered having a major role in explaining a lot of work behaviour it might or might not have larger impact on organizational commitment, yet there have been a lot of studies which talk about attachment styles per se wherein it has a kind of an impact on organization commitment and its types. But categorically coming to Asakti there has not been much evidence found anywhere and this kind of research is also not had been done earlier.

REFRENCES

1. Agarwal, P., & Sajid, S. M. (2018). Job satisfaction, organisational commitment, and turnover intention among public and private sector employees. Vikalpa: The Journal for Decision Makers, 43(2), 80-94. https://doi.org/10.1177/0256090920885203
2. Alrowwad, A. N., Al-Rawabdeh, A. M., & Al-Sabaileh, M. A. (2019). The role of organisational commitment in enhancing organisational effectiveness. Journal of Applied Business Research, 35(1), 47-58. doi: 10.19030/jabr.v35i1.10189
3. Arasanmi, C., & Krishna, A. (2019). Employer branding: Perceived organisational support and employee retention—the mediating role of organisational commitment. Asia Pacific Journal of Management Research and Innovation, 15(3-4), 173-182. doi: 10.1177/2319510X19852184
4. Asfuroglu, A. A., &Erbas, A. K. (2015). The relationship between attachment style, passionate love, affective commitment, and continuance commitment. Procedia - Social and Behavioral Sciences, 195, 1834-1843. https://doi.org/10.1016/j.sbspro.2015.06.330
5. Atmojo, M. (2015). The influence of transformational leadership on job satisfaction, organisational commitment, and employee performance. International Journal of Economics, Commerce and Management, 3(7), 105-112. Retrieved from http://ijecm.co.uk/wp-content/uploads/2015/08/3710.pdf
6. Azeem, M., & Akhtar, N. (2014). Impact of work-life balance and job satisfaction on organisational commitment among healthcare employees. The Pakistan Development Review, 53(4), 495-513. https://doi.org/10.30541/v53i4pp.495-513
7. Banerjee-Batist, A., & Rio, C. (2016). Attachment, mentoring relationship, organisational commitment, and intention to turnover among junior faculty. The Journal of Continuing Higher Education, 64(1), 47-58. https://doi.org/10.1080/07377363.2016.1144892
8. Bihani, A., Kundu, S. C., Datta, S., & Chakraborty, A. (2018). Emotional attachment, behaviour readiness, affiliation and values developing in the construct of organisational commitment. Journal of Innovation and Entrepreneurship, 7(1), 1-18. doi: 10.1186/s13731-018-0083-4
9. Eliyana, A., Rahman, S. M. M., Ahmad, Z. A., & Ali, I. M. (2019). Job satisfaction and organisational commitment effects in transformational leadership towards employee performance. International Journal of Innovation, Creativity and Change, 7(11), 133-146. doi: 10.12691/ijicc-7-11-2
10. Erne, S., Batistič, S., & Kenda, R. (2018). Strategic human resource management and leadership theory: Cross-level interplay. International Journal of Human Resource Management, 29(22), 3243-3270. doi: 10.1080/09585192.2017.1414805
11. Falvo, R. (2012). Attachment styles in organisations: Empirical evidences from the health care sector. International Journal of Business and Management, 7(4), 15-27. https://doi.org/10.5539/ijbm.v7n4p15
12. Fitrio, D. D., Prasetyo, L. E., & Widodo, A. (2019). The effect of job satisfaction on organisational citizenship behaviour: The mediating role of organisational commitment.

International Journal of Research in Business and Social Science, 8(2), 45-52. doi: 10.20525/ijrbs.v8i2.378

13. Harms, P. D. (2010). Adult attachment styles in the workplace: A review and research agenda. Journal of Organizational Behavior, 31(3), 382-399. https://doi.org/10.1002/job.637

14. Herrera, P. R., & Heras-Rosas, A. M. (2021). Organisational commitment and psychological contract: Key factors for growth in business organisations. Administrative Sciences, 11(1), 13. doi: 10.3390/admsci11010013

15. Indarti, N., Wangsaputra, R., &Noermijati. (2017). Organisational citizenship behaviour as a mediator on the influence of personality, organisational commitment, and job satisfaction toward performance. The Asian Journal of Technology Management, 10(2), 129-140. https://doi.org/10.12695/ajtm.2017.10.2.5

16. Jing, X., Li, Y., & Wang, Q. (2022). Social undermining and organisational commitment: A study on the three forms of commitment. Frontiers in Psychology, 13, 808571. doi: 10.3389/fpsyg.2022.808571

17. Kalpan, M., Cemiloglu, S. S., &Okan, V. (2018). The relationship between organisational commitment and work performance: An empirical study in Turkey. Journal of Business and Management Sciences, 6(3), 87-96. doi: 10.12691/jbms-6-3-2

18. Kumari, A., &Afroz, M. (2013). Impact of affective commitment on employees life satisfaction: An empirical analysis. Asian Journal of Multidisciplinary Studies, 1(4), 16-22. Retrieved from http://www.ajms.co.in/sites/ajms2015/index.php/ajms/article/view/169

19. Larkin, K. (2015). Job satisfaction, organisational commitment, and turnover intention of online teachers in the K–12 setting. Journal of Online Learning Research, 1(3), 263-294. https://doi.org/10.19173/irrodl.v16i2.2093

20. Luz, T. T., Paula, A. P., & Oliveira, J. M. (2018). Organisational commitment and job satisfaction influence on turnover intention. Revista de Gestão, 25(3), 226-234. doi: 10.1108/REGE-05-2018-0057

21. Mohapatra, S., Satpathy, S., & Patnaik, A. K. (2019). Organisational commitment and job satisfaction in the information technology sector. International Journal of Human Resource Studies, 9(2), 76-91. doi: 10.5296/ijhrs.v9i2.14239.

22. Nguyen, H. L., Hoi LE, L., Nguyen, H. M., & Pham, D. T. (2020). Impact of organisational commitment on employee motivation: The mediating roles of opportunistic behaviour and knowledge sharing. Journal of Innovation & Knowledge, 5(3), 202-209. doi: 10.1016/j.jik.2020.03.001

23. Pandey, R., & Singh, P. (2015). Asakti-Anasakti as a mediator of emotional labour strategies and burnout: A study on Asha workers. Global Business Review, 16(3), 383-398. https://doi.org/10.1177/0972150915595386

24. Pratama, A., Suwarni, S., &Handayani, I. (2022). The effect of job satisfaction and organisational commitment on turnover intention: The moderating role of person- organisation fit. Journal of Applied Management and Business, 8(2), 213-225. doi: 10.21776/ub.jamb.2022.008.02.5

25. Ravichandran, S., &Kodian, A. (2017). Organisational commitment: A systematic review of factors influencing organisational commitment. International Journal of Applied Business and Economic Research, 15(14), 285-294. https://doi.org/10.22266/ijabe.2017.0830.20

26. Ridwan, M., Mulyani, S., Kadir, A., &Wahyuni, S. (2020). Perceived organisational support, organisational commitment, and citizenship behaviour on employees performance. International Journal of Advanced Science and Technology, 29(1), 2763-2772. doi: 10.14257/ijast.2020.29.01.252

27. Roy, S., &Rioux, M. (2012). The mediating role of workplace attachment in the relationship between organisational commitment and organisational citizenship behaviour. Journal of Behavioural Sciences, 22(2), 73-90. https://doi.org/10.12816/0006317

28. Scrima, F., Zuroff, D. C., &Caprara, G. V. (2015). Attachment styles and organisational

commitment in the workplace: An examination of direct and indirect effects. European Journal of Work and Organizational Psychology, 24(3), 403-419. https://doi.org/10.1080/1359432X.2014.918255

29. Singh, A., & Gupta, R. (2015). Job involvement, organisational commitment, professional commitment, and team commitment among different generations: A study on generational diversity. Vision: The Journal of Business Perspective, 19(2), 99-112. https://doi.org/10.1177/0972262915575403

30. Yaçin, A., Akan, G., & Yildirim, S. (2021). Levels of organisational commitment and psychological well-being among academics. Journal of Education and Training Studies, 9(9), 98-107. doi: 10.11114/jets.v9i9.6142