THE ROLE OF ORGANIZATIONAL COMMITMENT IN THE RELATION BETWEEN SUPPORTIVE WORK ENVIRONMENT AND EMPLOYEE RETENTION IN THE PRIVATE HEALTHCARE SECTOR IN EGYPT

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Abstract - The purpose of the present study is to investigate the mediating effect of organizational commitment in the relationship between supportive work environment (SWE) and employee retention, an applied study on private healthcare in Egypt.Primary data of 184 respondents from healthcare organizations were analyzed. Confirmatory factor analysis was used to assess the dimensionality and validity of study variables. Further, the hypothesized model was tested with the help of multiple regression analysis and AMOS26.The findings suggest that SWE plays a crucial role in predicting employee retention. Organizational commitment partially mediates the relationship between SWE and employee retention.

Keywords - SWE, Organizational Commitment, Employee Retention, Health Care Sector