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EMBRACING THE AGE OF DIGITALISATION

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the last two decade, also it has been focusing on recruitment planning, career planning, training and development, performance-linked incentives, succession planning and grooming of leaders and a contingent of contented workforce as expected.

Keywords: *Enterprise Resource Planning, Fast-track, Inventory, Empowerment, Job Satisfaction*

Affective as Mediator of Normative Commitment to Behavior Relationship and Professional Commitment as Salient Predictor of Citizenship Behavior: Empirical Confirmation

Gurvinder Kaur and Urvashi Sharma
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This study examines mediating effect of affective commitment on normative commitment to citizenship behavior relationship of academics along with examining other relationships. It addresses two main research questions: first, whether professional, affective, normative and continuance commitment are able to predict

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