

**THE RELATIONSHIP BETWEEN PERSONAL MEANING, SENSE OF
COHERENCE AND ORGANISATIONAL COMMITMENT**

by

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DECLARATION

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I declare that "THE RELATIONSHIP BETWEEN PERSONAL MEANING, SENSE OF COHERENCE AND ORGANISATIONAL COMMITMENT" is my own work and that all the sources that I have used or quoted have been indicated and acknowledged by means of complete references.

SIGNATURE

(Mrs. I. du Buisson-Narsai)

DATE

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SUMMARY

The present study aimed to investigate the relationships between, personal meaning, sense of coherence, organisational commitment and selected biographical variables, specifically age, tenure and occupational level.

It was found that mostly significant positive relationships exist between personal meaning and sense of coherence. Personal meaning and sense of coherence exhibit predictive value for organisational commitment. It was established that self-transcendence plays a significant role in the development of affective and normative organisational commitment.

Some significant differences were found between management and non-management employees in the manifestation of personal meaning. Management approximate more personal meaning to achievement, self-acceptance, and fair treatment. On sense of coherence and organisational commitment there were no significant differences between management and non-management employees.

It was recommended that the relationship between personal meaning and other positive psychology variables be researched in order to determine the significance of such relationships so as to add to this relatively new body of research.

Key words:

Positive Psychology, Personal Meaning, Sense of Coherence, Organisational Commitment, Existential Psychology, Salutogenesis.