

The role of work centrality in the relationship between work alienation and organisational commitment: A study of Turkish SMEs *

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This study examines the moderating role of work centrality in the relationship between work alienation and organisational commitment on employees of Turkish SMEs. Past research has demonstrated an inverse association between alienation and commitment, but it has done so without incorporating other work-related variables. Therefore, in the current study, this inverse relationship is further examined and change in the direction of the relationship in accordance with different levels of work centrality is questioned. The results indicate that work centrality plays a significant moderating role in affective commitment–work alienation relationship. The article also discusses how other dimensions of organisational commitment can be tackled in future studies.

Key words: work alienation, work centrality, organisational commitment, Turkey (JEL: D23, J28, M14)

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