

Refereed Abstract
[Sample Paper]

Running head: ORGANIZATIONAL COMMITMENT AND JOB SATISFACTION

Running head should be left justified.

After the semi-colon everything should be in capital.

Organizational Commitment and Job Satisfaction among Career Changers in Korea:

The Influence of Leaders' Vision of Talent and Organizational Culture

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Organizational Commitment and Job Satisfaction among Career Changers

The word Abstract should not be in bold and should be centered.

→ Abstract

Document must be numbered and right justified.

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The purpose of this study is to examine the impact of organizational culture and the leaders

No indentation for the start of the paragraph in abstract.

organizational commitment and job satisfaction of employees who have change. The research questions guiding the study were: (a) What are the

relationships among leaders' vision of talent, organizational culture, career changers'

organizational commitment, and job satisfaction? and (b) Does the organizational culture

mediate the relationship among leaders' vision of talent, career changers' organizational

commitment, and job satisfaction? Based on data obtained from the 2013 Human Capital

Corporate Panel (HCCP) survey in Korea, 484 responses v

that organizational culture significantly affected career changers' organizational commitment and

job satisfaction, and leaders' vision of talent positively influenced organizational culture.

Although leaders' vision of talent had no direct effect on career changers' organizational

commitment and job satisfaction, it indirectly affected their organizational commitment and job

satisfaction by mediating organizational culture. Discussion, implications, and recommendations

are elaborated.

Keywords: Leaders' Vision of Talent, Organizational Culture, Organizational

Com The word *Keywords* should be italicized.

A maximum of 3 keywords can be listed (Indent 0.5").

Check your word limit.

The abstract must be 150-250 words.

Don't need to include references.