



**IMPACT OF ORGANIZATIONAL DEHUMANIZATION AND WORK AUTONOMY
ON ANTI WORK ORIENTATION AMONG BANKING EMPLOYEES**

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BS. Psychology

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ISLAMABAD CAMPUS (E-8)

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Abstract

This study investigates the relationship between organizational dehumanization, work autonomy and anti-work orientation among employees in Pakistan's banking sector. The research employed a cross-sectional design and surveyed 227 bank employees using the Organizational Dehumanization Scale, Work Autonomy Scale, and Anti-Work Orientation Scale (AWOS). Statistical analysis, including Pearson Correlation, Multiple Linear Regression, Independent sample t-test, and ANOVA revealed significant relationships between the variables. For the quantitative analyses, SPSS was used. The results indicated that there was a significant correlation between Organizational Dehumanization and Anti-Work Orientation, whereas the correlation between Work Autonomy and Anti-Work Orientation was non-significant. Moreover, there was a significant relationship between Organizational Dehumanization and Anti-Work Orientation, and between Work Autonomy and Anti-Work Orientation as well. Results also indicated that Anti-Work Orientation was higher in junior management and shorter tenured employees. These findings indicate the importance of giving adequate autonomy to an employee and making them feel valued to minimize Anti-Work Orientation. The study provides implications for HR managers and policy makers of an organization to design guidelines and work environment such that an employee feels empowered instead of making them feel like a machine.