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**ABSTRACT**

Technical officers are a separate group of professionals in the army. Their level of commitment towards the organization varies from person to person. Technical officers are highly essential for various needs in the army. Hence, it is necessary to create methods that will control the number of army technical officers retiring early, and to introduce schemes that will increase job satisfaction which will in turn, increase the commitment of technical officers towards the army. The present study is aimed to find out the factors influencing the job satisfaction of technical officers and to make recommendations to maintain and increase job satisfaction of technical officers. Thus objectives of the study are to identify the level of job satisfaction and operational commitment of army technical officers, and identify reasons for job dissatisfaction if there are any and to identify how these reasons influence towards the level of job satisfaction and commitment. The paper initially gives an overview on the research topic. Then paper focused the literature relating to definitions of job satisfaction, importance of job satisfaction, theories on job satisfaction and employee performance with job satisfaction. Based on the literature, researcher developed a conceptual model and made it operationalized with indicators and measurements. From the operationalization researcher developed a questionnaire and same distributed among the sample for the investigation of the problem. Then all the data gathered through the questionnaire was presented. Meanwhile the same data was analyzed based on SPSS for hypothesis testing and it was found that research hypothesis is proved to a certain extend. Thus recommendations and conclusion has been made.