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Journal of Vocational Behavior 14 224 247 1979 The Measurement of Organizational Commitment RICHARD T MOWDAY AND RICHARD M STEERS University of Oregon AND LYMAN W PORTER University of California at Irvine This paper summarizes a stream of research aimed at developing and validating a measure of employee commitment to work organizations

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Mentorship Wikipedia

Mentorship is a relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person. The mentor may be older or younger than the person being mentored but he or she must have a certain area of expertise. It is a learning and development partnership between someone with vast experience and someone who wants to learn.

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