THE EFFECT OF PROFESSIONAL IDENTIFICATION ON JOB ATTITUDES: A STUDY OF LAWYERS IN HONG KONG

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This study examined the effect of professional identification on several job attitudes (i.e., job satisfaction, organizational commitment, and career satisfaction), and explored the moderating roles of gender and organizational tenure on these relationships. Informed by social identity theory, gender role theory, and organizational socialization theory, several hypotheses were developed and tested with a data set consisting of 309 salaried lawyers collected in Hong Kong. Regression analysis revealed that (1) professional identification had a significant positive effect on both job satisfaction and organizational commitment, (2) gender moderated the relationship between professional identification—job satisfaction and professional identification—organizational commitment; and (3) organizational tenure moderated the relationship between professional identification and job satisfaction as well as the relationship between professional identification and career satisfaction. Theoretical and practical implications are discussed.