

To reflect your change of company from STC to Aramco and adjust the topic to focus on the impact of work pressure on organizational commitment, we can reorganize the structure as follows:

Introduction:

- o Overview of the study topic: The relationship between work pressure and organizational commitment.
- o Highlight past initiatives aimed at improving organizational commitment in the context of high-pressure work environments.

Chapter Three: Current Strategies and Employee Perspectives

- o Discuss the strategies Aramco currently applies to manage work pressure and enhance organizational commitment.

Chapter Two: History of Aramco's HR and Recruitment Strategies

- o Explore Aramco's strategies for recruitment and employee retention.

Chapter Four: Work Environment and Organizational Commitment

- o Focus on how the work environment at Aramco, including aspects like compensation, workload, and support systems, influences both work pressure and commitment.

Chapter One: The Importance of the Study

- o Discuss the significance of organizational commitment for companies, particularly in high-pressure industries like oil and gas.
- o Include employee feedback on these strategies, their job satisfaction, and the perceived link between work pressure and commitment.
- o Analyze how the strategies impact employee retention and overall business performance.
- o Discuss the outcomes of these dynamics in terms of productivity, performance, and overall company success.
- o Link between organizational commitment and overall business success, employee satisfaction, and company performance.
- o Assess the degree of satisfaction among employees regarding the work culture, and how it impacts their commitment.
- o Definitions of key terms (e.g., organizational commitment, work pressure).
- o Reasons for choosing Aramco as the focus of this study.
- o Trace changes in its HR policies .in response to growing work pressure.
- o General background on the oil and energy industry