

Table 1

*Correlation Matrix for Basic Need Satisfaction (Autonomy, Competence and Relatedness), HR methods and Affective Organizational Commitment (OCA).*

Variable	2.	3.	4.	5.	6.	7.	8.
1. Autonomy	.29**	.52**	.57**	-.03	.52*	.38	.67**
2. Competence	1.00	.24**	.29**	.02	.45*	.40	.37**
3. Relatedness		1.00	.35**	.37	.22	.10	.57**
4. APReview			1.00	.00	.51*	.47	.48**
5. Job Rotation				1.00	.63	.68	.14**
6. Career Planning					1.00	.92**	.71**
7. Mentoring						1.00	.39**
8. OCA							1.00

\*  $p < .05$  (two-tailed), \*\*  $p < .01$  (two-tailed). p values are adjusted for multiple tests.

Table 2

*Mediation Effects of Basic Need Satisfaction (Autonomy, Competence and Relatedness) on the Relationship between Annual Performance Review and Affective Organizational Commitment (OCA) as dependent variable, N = 77.*

Effect	<i>b</i>	95% CI	
		Lower	Upper
Total	.50		
Direct Annual Performance Review	.11		
Direct Autonomy	.57		
Direct Competence	.19		
Direct Relatedness	.38		
Indirect (mediation)	.39	.27	.52
Indirect (mediation) Autonomy	.24	.15	.36
Indirect (mediation) Competence	.04	.01	.09
Indirect (mediation) Relatedness	.10	.04	.17

Table 3

*Mediation Effects of Basic Need Satisfaction (Autonomy, Competence and Relatedness) on the Relationship between Job Rotation and Affective Organizational Commitment (OCA) as dependent variable, N = 26.*

Effect	<i>b</i>	95% CI	
		Lower	Upper
Total	.14		
Direct Job Rotation	.04		
Direct Autonomy	.65		
Direct Competence	.21		
Direct Relatedness	.37		
Indirect (mediation)	.08	-.28	.36
Indirect (mediation) Autonomy	-.04	-.31	.13
Indirect (mediation) Competence	.01	-.05	.08
Indirect (mediation) Relatedness	.11	-.01	.28

Table 4

*Mediation Effects of Basic Need Satisfaction (Autonomy, Competence and Relatedness) on the Relationship between Career Planning and Affective Organizational Commitment (OCA) as dependent variable, N = 43.*

Effect	<i>b</i>	95% CI	
		Lower	Upper
Total	.76		
Direct Career Planning	.50		
Direct Autonomy	.44		
Direct Competence	.02		
Direct Relatedness	.43		
Indirect (mediation)	.20	-.28	.48
Indirect (mediation) Autonomy	.17	.04	.32
Indirect (mediation) Competence	-.04	-.44	.09
Indirect (mediation) Relatedness	.06	-.06	.15

Table 5

*Mediation Effects of Basic Need Satisfaction (Autonomy, Competence and Relatedness) on the Relationship between Mentoring and Affective Organizational Commitment (OCA) as dependent variable, N = 28.*

Effect	<i>b</i>	95% CI	
		Lower	Upper
Total	.48		
Direct Mentoring	.21		
Direct Autonomy	.57		
Direct Competence	.16		
Direct Relatedness	.42		
Indirect (mediation)	.23	-.09	.46
Indirect (mediation) Autonomy	.18	.02	.35
Indirect (mediation) Competence	.04	-.10	.12
Indirect (mediation) Relatedness	.03	-.10	.10