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**LEARNING AND PERFORMANCE NEEDS
FULFILLMENT AND EMPLOYEES' ATTACHMENT
TO THE ORGANIZATION**

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The paper explores whether perceived fulfillment of needs for learning and performance growth relate with members' identification with the organization. The authors conducted two step hierarchical linear regressions on samples involving data from diverse set of organizations in both public and private sectors. The expected relationship between needs fulfillment and organizational identification (OID) were supported. The learning and performance needs fulfillment were found to relate with unidimensional measure of OID in same direction. Both were also largely found to similarly predict the dimensions of multidimensional scale of OID.

The work is likely to encourage researcher to further explore individual difference (particularly from needs perspective) as explanatory mechanisms for OID. The validity of the construct of OID has been corroborated through support of similar results for two measures of OID. It is hoped that the managers believing in catering to the needs of organizational members are now more likely to confidently put forth into practice the same. There are a handful of studies on OID in Indian context. Those involving predictors of OID and particularly individual difference variables as predictor of OID are still less. The study claims to have filled a void in this respect. Also, simultaneous use of unidimensional and multidimensional measures is likely to add further to the value of the paper.

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