

The Survey of Perceived Organizational Support (SPOS)

by James Lani

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The **Survey of Perceived Organizational Support (SPOS)** is a one-dimensional measure of the general belief held by an employee that the organization is committed to him or her, values their continued membership, and is generally concerned about their well-being. The SPOS refers to the employers perception of how valuable their employee is. An organization is a place of socioemotional resources. Respect, caring, wages and medical benefits are all part of an employer such as respect and caring, and tangible benefits, such as wages and medical benefits.

Authors

Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D.

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[36-Item Survey](#)

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References

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Dissertations and Journals

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