

**ANTECEDENTS OF ORGANIZATION IDENTIFICATION
IMPLICATION FOR EMPLOYEE PERFORMANCE OF STATE
AND PRIVATE SECTOR BANKS IN BATTICALOA DISTRICT**



By:

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ABSTRACT

This study investigates the relationship between antecedents of organizational identification implication for employee performance of state and private sector banks in Batticaloa District. This study was implemented with of three independent variables of workplace incivility, perceived supervisor support, job satisfaction. And employee performance is as the dependent variable. This study eliminates the empirical knowledge gap in the Batticaloa area regarding this topic. Using a structured questionnaire the data was collected from 207 employees of state and private banks Batticaloa. And the collected data was analyzed by using descriptive statistics, correlation, mediating analyses.

The findings reveal that the workplace incivility, perceived supervisor support, job satisfaction and organizational identification are in high level among the respondents. And employee performance also high level among the respondents.

The analyses stated weak negative relationship between workplace incivility and employee performance and strong positive relationship between perceived supervisor support and employee performance. Strong positive relationship between job satisfaction and employee performance.

Keywords: Workplace Incivility, Perceived Supervisor Support, Job Satisfaction and Organizational Identification, Employee Performance.

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