

**IMPACT OF PSYCHOLOGICAL CONTRACT ON EMPLOYEE
OUTCOMES OF JOB SATISFACTION AND ORGANIZATIONAL
COMMITMENT:
SPECIAL REFERENCE TO APPAREL FIRMS IN AMPARA**



By

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ABSTRACT

Apparel companies are most important to the economy. In this situation, considering psychological contract is essential one to Apparel firms, because good employer and employee relationship is important for organizational success. Most of the Apparel companies pay attention to get highly employee contribution and keeping employees happy in the company. And also organizational commitment is the psychological attachment of workers and their organization. Companies that invest more effort in achieving higher level of psychological contract between their employees, employer and organization have satisfied and committed employees. Therefore, the aim of this study was to analyze existing level of psychological contract on employee outcomes of job satisfaction and organizational commitment, relationship between psychological contract on employee outcomes of job satisfaction and organizational commitment, and the impact of psychological contract on employee outcomes of job satisfaction and organizational commitment in two selected Apparel firms in Ampara.

Structured questionnaire was used as the method of data collection. The participants of the study were 224 machine operators in selected Apparel firms in Ampara. The sample was chosen through stratified random sampling technique. The data were analyzed using descriptive statistics, correlation and regression analysis. The result indicated that the psychological contract was high level and organizational commitment was high level and job satisfaction also was high level in selected Apparel companies. The result indicated a significant positive relationship between psychological contract on job satisfaction and organizational commitment. And also the result indicated a positive impact of psychological contract on job satisfaction and organizational commitment.

Keywords: *Psychological Contract, Organizational Commitment, Job Satisfaction*

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