

**A STUDY ON
ORGANIZATIONAL COMMITMENT
AND IT'S IMPACT ON PERFORMANCE
A COMPARATIVE STUDY OF PRIVATE SECTOR BANKS
IN KALMUNAI DIVISIONAL SECRETARIAT DIVISION**



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ABSTRACT

In present days, all organizations have recognized that they can gain competitive advantage in market place only if it has efficient employees. Much of the recent literature on inter organizational relations provides evidence that relationship commitment can produce significant benefits for firms. Most important, the study reveals that an importer's commitment has a positive impact on its performance in the relationship.

This research was carried out by the researcher to measure the impact of organizational commitment on performance of employees in private sector in Banks in Kalmunai Divisional Secretariat Division.

Here theoretical concept of organizational commitment and performance were illustrated. The relationship between organizational commitment and performance and the impact of organizational commitment on performance were clearly discussed. The summary of the research evidences regarding organizational commitment and employee's performance also was presented.

Researcher has selected six private sector banks and research was carried out with 120 respondents in Kalmunai Divisional Secretariat Division. Data is mainly collected through the questionnaires.

The relationship between organizational commitment and performance was identified. Correlation regression and percentage analysis are used for data analyzing. Collected data are presented by using table diagram and bar chart.

The ultimate findings of this research is positive relationship between organizational commitment and performance. Based on the findings valuable suggestions were provided to the management of organizations to create high level of commitment in their organization to achieve sustainable competitive advantage through human resource.

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