

**“ORGANIZATIONAL COMMITMENT AND ITS IMPACT ON  
EMPLOYEE’S PERFORMANCE “A COMPARATIVE STUDY OF  
STATE AND PRIVATE BANKS IN BATTICALOA DISTRICT”**

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## **Abstract**

This research deals with relation between commitment and performance of the employee in the State and private banks. In some bank research reports, it revealed that the commitments and performance of Bank employee differ from one bank to another, the goal of this research is to determine, is the ratio stated in these reports are right or wrong and what are the reasons for the such differences.

This research included the employees of state and private banks in the Batticaloa District. There are 754 employees in state and private bank in this district, however 160 employees were taken for this study .From the private bank, 40 employees from Hatton National Bank, 30 employees from Commercial Bank and 10 employees from Seylan Bank from the state bank 30 employees from Bank of Ceylon, 30 employees from Peoples Bank and 20 employees from National Saving Bank were selected. Here random sample methods are used. The data collected from these employees with questionnaire and interviews. These questionnaire have been issued to the employee personally and obtained the data (200 questionnaire were issued only 160 have been answered).

This important findings from this research is that organization commitment and performance is in high level influence and the correlation is shows a high level positive relationship between state and private banks in Batticaloa District.

Anyhow relation between performance and commitment shows a lower difference ratio. State banks commitment and performance are higher than the private banks commitment and performance.

Key words

Commitment, Performance, State Banks and Private Banks

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