

IMPACT OF ORGANIZATIONAL COMMITMENT ON EMPLOYEE PERFORMANCE

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ABSTRACT

In the competitive world, all organizations have recognized that they can gain competitive advantage in market place only, if they have efficient employees. Most literature has proved that organizational commitment is important factor for improving the employee performance. Therefore, this study focuses on impact of organizational commitment on employee job performance.

This study is to carry out to explore the relationship of organizational commitment to job performance of employees in both state and non-state banks in Trincomalee district. Therefore, only about 98 employees are considered as the study samples to collect data with close-ended questionnaires. The univariate and bivariate analysis are used for exploring the levels and relationship of study variables.

The findings indicate significantly positive relationship between organizational commitment and job performance of employees in overall banks. In comparison, state banks have higher correlation of variables than non-state banks in Trincomalee district. Further, univariate analysis shows higher level of organizational commitment and employee job performance for non-state banks. However, both banks are perceived higher level for those variables.

Based on the findings, certain recommendations are provided to the management of banks to improve the level of existing commitment to flourish the employee performance in their organization to achieve sustainable competitive advantage.

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