

**THE IMPACT OF EMPLOYEE PERSONALITY TRAITS ON
ORGANIZATIONAL COMMITMENT IN AN APPAREL
INDUSTRY IN TRINCOMALEE DISTRICT**

HERATH MUDIYANSELAGE MADUSHA LAKMINI HERATH



FCM1863



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**DEPARTMENT OF MANAGEMENT
FACULTY OF COMMERCE AND MANAGEMENT
EASTERN UNIVERSITY, SRI LANKA**

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Abstract

The employees of organizations are the most effective index in the superiority of one organization than another one. Loyalty and commitment of employees because assigned assignment is to be accomplished by high quality. It leads to increase performance, efficiency and effectiveness in an organization. Personality traits are the structures and propensities that explain individual's characteristic patterns of thought, emotion and behavior and recurring regularities or trends in person's trait. Organizational commitment is the connections of people with an organization which are determined by strong believe interaction and accepting aims and values.

The main purpose of this study was to identify the Impact of Employee Personality Traits on Organizational Commitment among the employees of apparel industry in Trincomalee. Based on the comprehensive literature review, two groups of variables were identifies in the workplace. Two variables were personality traits and organizational commitment. Personality traits include openness to experience, conscientiousness, extraversions, agreeableness, neuroticism and independence. Organizational commitment includes affective commitment, continuance commitment and normative commitment.

The sample was drawn employees of apparel industry in Trincomalee District. Structured questionnaire was used to collect the primary data from the sample. The primary data were collected through closed structure questionnaire from 200 respondents from selected garment factories in Trincomalee. Data analysis was used to analysjs the primary data, and data were analyzed by using univariate, bivariate and regression analyses.

These outcomes show the analyzed data revealed that the personality traits are positively and significantly impact of organizational commitment. So, it can be revealed that there is a positive and significant impact on personality traits on organizational commitment in selected garment factories in Trincomalee District.

Keywords: Personality Traits, Organizational Commitment

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