

**THE RELATIONSHIP BETWEEN WORK VALUES AND
ORGANIZATIONAL COMMITMENT AMONG THE
EMPLOYEES OF MANUFACTURING FIRMS IN
AVISSAWELLA**

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FCM1889
Project Report
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**DEPARTMENT OF MANAGEMENT
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EASTERN UNIVERSITY, SRI LANKA**

2017

ABSTRACT

The main purpose of this study was to find out the impact of work values on organizational commitment among the employees of manufacturing firms in Avissawella. In accordance with literature review and observation there are literature and empirical knowledge gaps in connection with Work Values (WVs) and Organizational Commitment (OC). This study was conducted in order to fill these gaps. Based on the literature review, the conceptual model of this study was formulated and tested through this study. In this study work values include comfort and security (comfort), competence and growth (competence), status and independence (status). Organizational commitment includes affective commitment, continuance commitment and normative commitment. The sample was selected from the employees of two manufacturing firms in Avissawella. Structured questionnaire was used to collect the data. The primary data were collected through closed structure questionnaire from 284 respondents. Univariate, bivariate and regression analyses were used to analysis the data. Finding of this study revealed there is a positive relationship between work values and organizational commitment and work values explain only 20.4% of variation in organizational commitment. The findings of this study have various managerial implications for other manufacturing firms and other industries.

Keywords:*work values, organizational commitment, manufacturing firms

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