

Factors affecting organizational commitment of the employees in Ceylon Electricity Board in Trincomalee district

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Abstract

Organizational commitment has become an important topic in organizational behavior. Any organization is faced with a big challenge of keeping continuous organizational commitment of employees. The Ceylon Electricity Board (CEB) has faced the problems such as the sudden power outage and inefficient reprocessing of the power supply and these have badly affected for survival of general public in Trincomalee area. In the field of organization commitment, there are limited number of researches in the public sector as well as there have been few empirical studies in Asian countries. The purpose of this study was to analyze the factors affecting to organizational commitment of employees in CEB in Trincomalee district. The independent variables were considered as organizational rewards, organizational support, training and development and working conditions. Organizational commitment was considered as the dependent variable. All managerial and non- managerial employees in DGM (East) Office, Engineer Area Offices and Engineer AMU Office in various locations in Trincomalee district were the population and out of them, 100 employees were selected as sample based on simple random sampling techniques. A close ended questionnaire was used for data collection and the data was analyzed using inferential statistics. The results indicated that the level of organizational commitment of the employees in CEB were in moderate level. The level of organizational commitment changed according to the marital status, age, education level, working experience and income level. As per the correlation analysis, all four variables had statistically positive and a significant relationship was shown with the organizational commitment. The light of the regression analysis indicated that there are statistically significant impacts of organizational rewards, organizational support and training and development on organizational commitment of employees in CEB in Trincomalee district. Further, the researcher found that the organizational support was the most influencing factors on employees' organizational commitment in CEB.

Keywords: *Organizational rewards, organizational support, organizational commitment, training and development,*