

# **Impact of employee commitment on employee job performance in textile industry: With special reference to Kurunegala district**

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## **Abstract**

In the competitive world each and every organization is facing new challenges in connection with sustained productivity and creating committed work force. Nowadays, organizations are unable to perform at peak levels unless each employee is committed to the organization objectives. Thus, it is important to understand the concept of commitment and its potential on job performance. The purpose of the study was to investigate the impact of employee commitment on employee job performance. Employee commitment was considered as the independent variable and employee performance was considered as the dependent variable. Researcher used three types of commitments (affective commitment, continuance commitment, normative commitment) under the employee commitment. 100 operational level employees from six textile organizations were selected as the sample size and a questionnaire was distributed among them. Collected data were fed to a SPSS data sheet and executed univariate analysis, correlation analysis and bivariate analysis. Hypotheses were tested using correlation and regression analysis. Study concluded that commitment and the job performance of the employees of textile industry do not change according to the work experience, age and educational qualifications. According to the results of correlation analysis, there is a strong positive relationship between effective commitment and employee job performance. And also, there is a significant relationship between continuous commitment and employee job performance. In addition, relationship between normative commitment and employee job performance show a strong positive relationship.

**Keywords:** *Affective commitment, continuance commitment, employeecommitment, employee job performance, normative commitment*