



The Impact of Perceived Organizational Support on Organizational Commitment: Special reference to commercial banks in Northern Province of Sri Lanka

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ABSTRACT

During the last few decades, economic changes have led to transformations in the labour market in the industrialized world. Many organizations have had to engage in downsizing and restructuring in order to reduce labour costs and to improve competitiveness. These efforts usually result in the reduction of a large number of staff. It generates POS. The objective of this study was to investigate the relationship between POS, and organizational commitment with special reference to Northern Province of Sri Lanka. Researcher used mixed method study. In order to validate the quantitative research findings qualitative research was used. Data were collected through questionnaires and personal interview. The research was conducted through the responses of employees of banks in Northern Province of Sri Lanka. Researcher collected data from 100 employees and personal interview was conducted among 20 employees to whom the questionnaires were given. The results demonstrated statistically significant relationships between POS and organizational commitment. A practically significant relationship between variables was also determined; POS demonstrated a relationship with increased levels of organizational commitment. This study explained that employees would not always reduce their commitment and work effort when confronted with uncertainty as suggested by several studies. Nevertheless, it could be assumed that the survey participants fear being unemployed, feel trapped because of a lack of alternative employment opportunities and wish to employ for next project with the existing organization. These results indicate that insecurity can make people more appreciative of their current work and workplace.

Keywords: *Perceived Organizational Support , Organizational commitment*