THE IMPACT OF EMPLOYER-EMPLOYEE RELATIONSHIP ON ORGANIZATIONAL COMMITMENT IN APPAREL SECTOR ORGANIZATIONS IN MATARA DISTRICT

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WATHTHU HEWAGE SAPNI MADHUSHIKA

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DEPARTMENT OF MANAGEMENT
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ABSTRACT

Organizations are under constant pressure as a result of increased competitiveness and the need to achieve efficiency savings. As a result, large-scale organizational changes, including as mergers, downsizing, and new work forms, are frequently implemented as potential responses to these mounting pressures. There is an empirical knowledge gap exists in the employer-employee relationship on organizational commitment. Hence, this study attempts to fill this knowledge gap. The objectives of this study is to examine the level of employer-employee relationship and organizational commitment. To achieve these objectives data was collected from employees in apparel sector organizations in Matara district. The data were analyzed by using descriptive, correlation analyses and multiple regression analysis. The advanced hypotheses were examined using empirical literature and collected data. Results indicates that employer-employee relationship, line manager relationship, trust in senior management significantly impact on organizational commitment. The new study's primary conclusions are largely consistent with past research findings.

Keywords: Organizational Commitment, Employer-Employee Relationship, Line Manager Relationship, Trust in Senior Management

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