

A study on the factors affecting employee commitment in university libraries in Sri Lanka

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ABSTRACT

Employee's commitment is a major aspect of organizational success. The commitment of employees are decided on the various factors such as extrinsic reward and intrinsic rewards, job challenge, role fit, career path, promotions, job security, opportunity for personal development and freedom to work. The research is focused to identify the reasons that affect to commitment of library professional employees who work in state universities.

This paper is based on a review of the factors affecting to commitment. Then primary data has been collected through Questionnaires and interviews. The secondary data is being used for identifying the commitment related factors comparing to the academic staff of university libraries. The population represents academic level employees of 10 state university libraries in Sri Lanka.

Key finding of the research are, irrespective of the gender married employees are much interest to work in these organizations and in general, their commitment is lesser than unmarried employees due to various factors such as family commitment, work stress etc. Though female and male unmarried employees are committed to work, they are not satisfying with the existing roles and looking for various job opportunities in the external market.

In order to change this situation and to get maximum commitment of the employees, proper employee monitoring process should be implemented since majority of employees are idle and under-utilized. Further due recognition should be given to the committed employees and should encourage for innovations and analytical thinking. Career path should be reorganized and need to build employee career life cycle within the organization. Employee rotation process should be implemented in order to share the knowledge among employees and employees ideas, views should be taken in to consideration for decision making.

Keywords: *Employee commitment, Job satisfaction, Human Resource Management, Motivation, University Libraries, Library Management*