

Factors Affecting Organizational Performance upon Job Commitment of Academics in Selected Universities in Sri Lanka

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Present research investigates the influence of effective job commitment; affective commitment, continuance commitment, and normative commitment, on organizational performance. A sample of 125 managerial staff and 200 non-managers (academics) were chosen from selected universities in Sri Lanka. Data was collected through both questionnaires and interviews. Findings revealed that organizational performance is largely encountered by job commitment. Particularly, the degree of affective commitment of academics which was measured through the regular behavior, level of politeness, level of responsibility, level of effectiveness of academics have been largely influenced on organizational performance. Also, it was found that the degree of continuance commitment measured through financial benefit, loan facilities, welfare facilities, and level of fringe benefits have been highly influenced on performance. Further, the degree of normative commitment representing following learning experiences, organizational policies, having different programmes, organizational procedures, organizational standards, perfectly maintain lecture rooms, and level of positive moral also highly influenced performance.

Keywords: *Organizational Performance, Job Commitment, Affective Commitment, Continuance Commitment and Normative Commitment*

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