

## **Impact of Job Involvement on Organizational Performance: A Study of Public Sector Schools in Trincomalee District, Sri Lanka**

Pushpakumara, B. M. A.<sup>1</sup>

This study was designed to analyze the factors that caused to effective teachers job involvement in the school in which organizational performance is determined through proper job identification, psychological empowerment and employee recognition. Data were obtained from schools. A sample of 25 Principals and 100 teachers were chosen from the schools to observe their views. Research hypothesis had been formulated upon the theoretical exposure. The extent to which goal achieving task through a consented effort by principals and teachers has been largely encountered by employee job identification while considerably is dependent on the level of employee recognition and psychological empowerment. It was also revealed that principals in the school should play a vital role in the path of Managerial job involvement while providing teachers with task autonomy and task authority in addition to their continuous involvement in corporate planning. The findings envisaged that the continuation of present jobs of respective principals is worthwhile to the school than changing their respective positions time to time. At the same time individual teachers have realized that continuance commitment on respective positions is worthwhile to them as well. They have also realized that affective commitment (conscientiousness) is essential in addition to the continuous commitment and normative (Ethical) commitment of teachers.

***Keywords:*** *Organizational Performance, Job Identification, Employee Recognition, Psychological Empowerment*

---

<sup>1</sup>Sri Lanka Institute of Advanced Technological Education (SLIATE)  
(bmathulapushpa@yahoo.com)