

The impact of employer-employee relations on employee commitment: a case from Sri Lanka

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Abstract

Many factors influence the employee commitment in an organizational setting, where the employer-employee relationships play a significant role. There have been a considerable amount of research conducted to identify the impact of supervisor relationship on employee commitment. In this paper, the researchers specifically analyzes the impact of line manager relationship and trust with senior management on employee commitment with reference to Ceylon Electricity Board (CEB) in Sri Lanka. The study is of deductive in nature. Primary data have been collected through a structured questionnaire using a random sample of CEB including 86 assistant level employees where data were obtained from 54 respondents. According to the results of the study, it shows a high positive impact of the line manager relationship and trust in senior management on employee commitment at CEB which directly relates with productivity. Hence, it is recommended to grow and uplift the employer-employee relationships through greater coordination and building a climate of trust.

Keywords: Employee commitment , Line manager relationship , Trust in senior management , Employer-employee relations

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