

Impact of Job Satisfaction on Organizational Commitment of Banking Employees in Private Banks of Colombo District, Sri Lanka

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Job satisfaction and organizational commitment are two main concepts connected to the retention of personnel in a range of occupational context. Much of the importance in evaluating and analyzing job satisfaction comes from a concern about probable outcomes of job behavioral moments. This study assessed the impact of job satisfaction on organizational commitment of banking employees in Private Banks. There are contradictory findings relating to the relationship. For this purpose, eight job satisfaction dimensions are chosen to measure independent variable namely Pay, Promotion, Supervision, Fringe Benefits, Coworkers, Operating conditions, Nature of Work and Communication. Also, dependent variable was Organizational Commitment. The sample consisted of three hundred seventy-seven (377) banking employees working in private banks of Colombo district. The sample from the population was selected by using simple random sampling method. Moreover, primary data were gathered through standard questionnaire. The collected data were analyzed through descriptive statistics, correlation analysis and multiple linear regression. The research findings revealed that job satisfaction was strongly associated with organizational commitment while 'pay' was the primary predictor of organizational commitment. Future research can be undertaken on the relationship between job satisfaction, organizational commitment and turnover intention among banking employees. Further, job satisfaction model will extend the scope if it includes security, compensation, job related stress and job meaningfulness dimensions.

Keywords: *Organizational Commitment, Job satisfaction, Banking Employee, Private Banks*

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