

## **Determinants of Employee Commitment of Generation Y Employees in the Apparel Sector in Western Province**

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The purpose of this research is to identify the determinants of employee commitment of Generation Y employees in Apparel sector of Western province, Sri Lanka. Organizational justice, job satisfaction, personal characteristics (gender, educational level) and work-life balance has evaluated as independent variables with the dependent variable organizational commitment. Data was collected from 380 employees working in Mas, Brandix and Hirdramani plants in Western province through a questionnaire. A Google form was created and distributed to collect data. Statistical package for social science (SPSS), was used as for data analysis and correlation and regression used to analyzed data. The findings revealed that organizational justice, job satisfaction and work-life balance have a significant impact on organizational commitment. Furthermore, this study proves that there are significant differences between gender, and education level on organizational commitment. Job commitment of male employees in the apparel sector seem to be higher than the female e employees according to the results of independent sample T-test.

**Keywords:** *Organizational commitment, Generation Y, organizational justice, Job satisfaction, Personal characteristics, Work-life balance*

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