

**THE IMPACT OF JOB SATISFACTION ON
ORGANIZATIONAL COMMITMENT OF CLASS I
SLAS OFFICERS**

(With Special Reference to the Top Ten Cabinet Ministries)

by,

M.M.C.P. Mohottigedara

(BSc (Science.) MSc (Geography))

(FGS/MHRM/2012/039)

This research report is submitted in partial fulfillment of the requirement of the degree:

of

Master of Human Resource Management

of

Department of Human Resource Management

Faculty of Commerce and Management Studies

University of Kelaniya

May, 2013

ABSTRACT

This study examined the relationship between job satisfaction and organizational commitment of class I officers of Sri Lanka Administrative Service (SLAS). As well as to measure the moderate effect of individualism between job satisfaction and organizational commitment.

Mayer & Allen's (1997) organizational commitment questioner was adapted and used to measure organizational commitment. Overall job satisfaction scale (OJS) developed by Brayfield and Rothe, 1951, and the Minnesota Satisfaction Questionnaire (MSQ), developed by Weiss, Dawis, England and Lofquist, 1967 (sighted by Saxon, N. L. 2012) was adapted and used to measure job satisfaction.

The sample of this research consisted 108 class I SLAS Officers who work for the top ten Cabinet Ministries. These officers were worked in key designations at relevant Ministries.

Theoretically, the study has analyzed and evaluates the formulated conceptual frame work for the research. Methodologically, the data used in study were collected from ten cabinet ministries at a one time. SPSS 16 were used for descriptive, correlation and regression statistical analyzed the data.

The statistical results of the study confirm that, there is a significant and positive relationship between job satisfaction and organizational commitment among the class I SLAS officers, further to that result showed slightly moderate effect of individualism on the relationship of job satisfaction and organizational commitment.

Key Words - Job satisfaction, Organizational commitment, Individualism, Sri Lanka Administrative Service.