

**Impact of Psychological Contract on Employee Outcomes of Job Satisfaction and Organizational Commitment:
A Case of a Leading Apparel Manufacturing Company in Sri Lanka**

Nishanthi, H. M.¹ and Mahalekamge, W. G. S.²

The purpose of this study was to examine the impact of psychological contract on employee outcomes of job satisfaction and organizational commitment in a leading apparel company. Companies that invest more effort in achieving higher level psychological contract between their employees, employer and organization have satisfied and committed employees. The research design is descriptive in nature. A simple random sampling has been used to select the sample. The participants in the study were 50 executive level employees in a leading apparel company in Sri Lanka. Standard questionnaire was distributed to collect data. Based on the analysis, researcher identified that there is a strong positive relationship between psychological contract and employee outcomes of job satisfaction and organizational commitment. In addition, based on the findings researchers established that there is a significant impact of psychological contract on employee outcomes of job satisfaction and organizational commitment.

Keywords: *Job Satisfaction, Organizational Commitment, Psychological Contract*

¹Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka (menakahewawaduge@gmail.com)

² Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka (geethanimahalekmage@yahoo.com)