

A Study on the Factors Affecting Employee Commitment in University Libraries in Sri Lanka

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Abstract

Employee's commitment is a major aspect of organizational success. The commitment of employees are decided on the various factors such as extrinsic reward and intrinsic rewards, job challenge, role fit, career path, promotions, job security, opportunity for personal development and freedom to work. The research is focused to identify the reasons that affect to commitment of library professional employees who work in state universities. This paper is based on a review of the factors affecting to commitment. Then primary data has been collected through Questionnaires and interviews. The secondary data is being used for identifying the commitment related factors comparing to the academic staff of university libraries. The population represents academic level employees of 10 state university libraries in Sri Lanka. Female married employees are much interest to work in these organizations and more than 50% of library academic staff represents them. In general, their commitment is lesser than female unmarried employees due to various factors such as family commitment, work stress etc. Female unmarried employees represent only 14% with higher commitment. These employees are not satisfying with the existing roles and looking for various job opportunities in the external market. Male employees also interest to engage in this profession and majority of them are married employees. Their commitment is low compare to female and they are of the view that they are underutilized. Male un-married employees represent only 2% and their commitment is much better than male married employees, these employees too of the view that, external opportunities are more viable than the current roles. Proper employee monitoring process should be implemented since majority of employees are idle and underutilized. Due recognition should be given to the committed employees and should encourage for innovations and analytical thinking. Career path should be reorganized and need to build employee career life cycle within the organization. Employee rotation process should be implemented in order to share the knowledge among employees. Employee's ideas, views should be taken in to consideration for decision-making Motivate employees by providing various kinds of benefits.

Keywords: *Employee commitment, Job satisfaction, Human Resource Management, Motivation, University Libraries, Library Management*