

PERCEIVED EMPLOYEE VOICE AND ORGANIZATIONAL COMMITMENT: A CASE FROM SRI LANKA

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ABSTRACT

Committed employees within the organization have become more valuable for the organizations which highly focus on to sustain and develop in this competitive business world. The main purpose of this research was to identify the impact of perceived employee voice on organizational commitment and identify the mediating effect of employee line manager relationship and employee trust of senior management on organizational commitment. To assess the aforesaid relationships, a standard pre-tested questionnaire was used to collect data. Correlation and simple regression analyses were used to analyze data. It was found that perceived employee voice has a significant impact on the organizational commitment. Further, employee line manager relationship and employee trust on senior management on organizational commitment partially mediated the relationship among perceived employee voice and organizational commitment and all the hypothesis were accepted. It was further suggested to strengthen the relationship between employees and management via allowing better voice to gain commitment to the organisation.

Keywords: Perceived employee voice, organizational commitment, employee line manager relationship, employee trust on senior management