

Article Title: Employee Commitment: The role of Organisational Socialisation and Protean Career Orientation

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Abstract

The current study examines the impact of organisational socialisation on employee commitment of executive employees in banking sector of Sri Lanka and the moderating role of protean career orientation. It is hypothesised based on affect theory of social exchange and social exchange theory that organisational socialisation has a positive impact on employee affective, continuance and normative commitment forms. Further, it is suggested that these three direct relationships are moderated by the protean career orientation of the banking employees based on self-determination theory. These relationships are tested using data collected from a sample of 209 executive employees in the banking industry of Sri Lanka. Data were collected using questionnaire. Data were analysed using SPSS and AMOS. Results showed that there is a positive effect of organisational socialisation on the three forms of commitment while no moderator effect of protean career orientation was identified on these direct relationships.

Keywords: employee commitment, affective commitment, continuance commitment, normative commitment, organisational socialisation, protean career orientation