

Perceived Job Security and Its Effect on Employee Commitment: A Study with Reference to Real Estate Companies

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A committed work-force is critical for an organization to be succeeded in the fast-changing business environment. It is a challenge for an organization to build such a committed work-force within the organization. Therefore, it is vital to study how an organization can enhance the employee commitment of its existing work-force. Further, with the Covid-19 pandemic, employee job security has become a critical concern to organizations in the business world. Therefore, the main objective of this study was to examine the effect of perceived job security on employee commitment. The study population was the non-executive employees working in five selected real estate sector companies in Sri Lanka. The sample consisted of 226 non-executive employees selected to the sample based on the stratified random sampling technique, and the final sample consisted of 178 respondents from among them. Further, the data were collected for the study using a self-administered questionnaire. Descriptive statistics, correlation analysis, and regression analysis were used to analyze the gathered data. The regression analysis results revealed a significant positive effect of perceived job security on employee commitment. Therefore, this study found that perceived job security significantly impacts employee commitment.

It is suggested to undertake future research in the same area as quantitative studies and repetitive studies in different industries and cross-cultural contexts. Further, it is recommended to conduct future studies to explore new innovative practices that ensure employee job security and the factors that significantly affect employee job security.

Keywords: *Employee commitment, Perceived job security, Real estate companies*

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