

Impact of Organizational Commitment on Organizational Citizenship Behavior with Special Reference to Jay Jay Mills Lanka Group in Avissawella, Sri Lanka

Rathnayaka, J. V. N.¹ and Thisera, T. J. R.²

This study examines the impact of organizational commitment on organizational citizenship behavior in Jay Jay Mills Lanka Group in Avissawella. This is a quantitative study. The purpose of the study is explanatory. This cross-sectional study followed the survey strategy. Data were collected using a standard questionnaire from 233 executive and above level employees attached to Jay Jay Mills Lanka Group in Avissawella. Convenience sampling technique was followed. Simple regression analysis was used to test hypotheses. Study findings revealed that organizational citizenship behavior has a significant positive impact on organizational commitment. The present study provides numerous implications for HR policymakers, employees, supervisors, and future researchers.

Keywords: *Organizational Commitment, Organizational Citizenship Behavior*

¹ Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [vindyanayomi1996@gmail.com]

² Senior Lecturer, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [jeewanthi@kln.ac.lk]