

## **A Study on the Factors Affecting Organizational Commitment at Ocean Lanka (Pvt) Ltd**

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Retaining highly skilled employees at an organization is evidently a challenging task for management. Therefore, the sole objective of this research was scoped to identify the effect of employees' salary, promotion, achievement, and responsibility factors on organizational commitments at Ocean Lanka. A quantitative research design was used in deductive approach to carry out this study among a sample set of employees selected by simple random sampling. Independent variables, namely salary, promotion, achievement, and Responsibility, were identified with the aid of literature. Then the dependent variable, 'organizational commitment' was mapped with independent variables to design the conceptual framework. Design of the conceptual framework for this research was built based on the previous literature related to this study area. Data required on the variables were directly gathered from Ocean Lanka employees by sharing a questionnaire in the form of a 'google form'. Then the collected data was screened and cleaned using the SPSS tool before analyzing. Further, SPSS was used to analyze the data by incorporating regression analysis to test the hypotheses defined at the conceptual framework designing stage. Finally, the conclusions were derived. It was evident that there are significant relationships between salary and organizational commitment, promotion and organizational commitment, achievement and organizational commitment, and achievement and organizational commitment.

***Keywords:*** *Salary, Promotion, Achievement, Responsibility, Organizational Commitments*

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