

Role of Perceived Organizational Politics and Perceived Organizational Support on Employee Job Attitudes: A Study of Executive Level Employees in a Leading Financial Institution in Sri Lanka

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It is a challenge to find employees who possess the right job attitudes among hundreds of employees who work in organizations. However, employees with positive work- and job-related attitudes are a key for modern businesses which strive to achieve sustainable success. Even though the extant literature provides evidence on the relationship between job attitudes and the role of perceived organizational politics and support, it remains under studied within the finance industry. Therefore, taking this lacuna in research into consideration this study examines the role of perceived organizational politics and perceived organizational support on employee job involvement and organizational commitment. The study was conducted as a cross-sectional survey among 135 executive-level employees in a financial organization in Sri Lanka. Primary data were collected via a self-administered structured standard questionnaire developed as a Google form. Data were analyzed using SPSS (version 26). Simple regression analysis was employed to analyze data. Accordingly, findings of the study revealed that increased perceptions of organizational politics will negatively influence employee job attitudes and when employees perceive more support it will positively influence employee job attitudes. Accordingly, this study suggests the need for providing more support from the organization towards employees to increase their work- related attitudes while minimizing the perceptions of organizational politics

Keywords: *Job attitudes, Job involvement, Organizational commitment, Perceived organizational politics, Perceived organizational support*

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