

**Impact of Organizational Justice on Employee Commitment:  
A Study of Executive and Above Level Employee in EAM Maliban  
Textile Groups in Rathnapura District, Sri Lanka**

Priyanandana, K. H. I. R.<sup>1</sup> and Silva, H. M. S. V.<sup>2</sup>

This study was investigated the Impact of organizational Justice on employee commitment in executive and above level employees in EAM Maliban Group in Rathnapura District. This study was a quantitative explanatory study. This study was a cross sectional study and data were collected using standard questionnaire. Questionnaire were distributed to a sample of 150 executive and above level employees attached to the company. Convenience sampling technique was followed. The hypothesis was tested using simple linear regression analysis via SPSS. Study findings revealed that there was a significant positive impact of organizational justice and employee commitment of executive and above level employees in this company. The present study provides direction to HR policy makers, employees, supervisors and future researchers. The current study was limited to the One Organization and one location.

**Keywords:** *Organizational Justice, Organizational Commitment*

---

<sup>1</sup> Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [ishararushani@gmail.com]

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