

Impact of Reward Satisfaction on Organizational Commitment among Sewing Machine Operators

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Committed workforce boost efficiency and profitability. Employees build the organization's reputation and development. However, to endure pressures, firms need devoted employees. Organizational commitment (OC) generates energy and activates the intellect. Firms must compensate people enough to improve their skills and abilities to be competitive and thrive. The primary goal of this research is to determine the effect of reward satisfaction on OC among sewing machine workers at a Minnesota firm in the Wathupitiwala Export Processing Zone. The deductive technique was applied in this research, which used a quantitative approach and a cross-sectional field survey. The study's target population is 460 sewing machine workers, and using the Krejcie and Mogan table, the researcher determined the sample size to be 210 sewing machine operators, with a 95% confidence interval. Data were obtained under the researcher's supervision utilizing a created and translated Sinhala questionnaire. This study's Cronbach's Alpha score is above 0.7, ensuring measure reliability. Chi-square and curve estimates assessed the hypotheses. The study found that reward satisfaction and its four characteristics (pay satisfaction, supervisor support, colleague support, and autonomy) affect OC in MN sewing machine operators. Reward satisfaction positively correlated with OC in Chi-square Analysis. Curve Estimation revealed that reward satisfaction affects OC 33.6%. The study recommends improving supervisory support, OC levels, attitude development, emotional intelligence seminars, and counselling for sewing machine workers. Encourage teamwork and provide incentives to boost colleague support. The monetary crisis and economic woes in Sri Lanka are causing problems for garment industries. Deducting employee awards is a cost-cutting approach used by certain companies. According to this study, rewards and OC are essential to the garment sector's survival and development.

Keywords: *Organizational commitment, reward satisfaction, pay satisfaction, supervisor support, coworker support, autonomy.*

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