

## **The Impact of Organizational Justice on Organization Commitment of Management Level Employees in XYZ Company in Sri Lanka**

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This study aims to examine the impact of organizational justice on organizational commitment of managerial employees in XYZ company in Sri Lanka. The study espoused descriptive and correlational research designs with a statistical sample of 132 managerial employees in XYZ company in Sri Lanka. Justice comprehensions were measured using Colquitt's four construct model comprising of distributive, procedural, interpersonal and informational justice while organizational commitment was measured through Meyer's three component model comprising of affective, continuance and normative commitment. Inferential statistics comprising of correlation, multiple linear regression models and ANOVA analysis were applied to establish the impact of the independent on dependent variables. Qualitative data was analyzed through the use of questionnaires. Based on the findings, the study concluded that organizational justice has a positive influence on organizational commitment. Top management of Organization should be aware that the fairness of procedures used in allocating rewards, decision making, and the voice afforded employees in the allocation process are improving level of employees' commitment in an organization. For organizational procedures to be perceived as fair, they should be applied consistently.

**Keywords:** *Procedural Justice, Distributive Justice, Interpersonal Justice, Informational Justice, Employee Commitment, Apparel Sector*

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