

Impact of Perceived Organizational Justice on Employee Commitment: A Study of Executive Level Employees in a Leading Insurance Company in Sri Lanka

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This study examines the impact of Organizational Justice on Employee Commitment in a leading insurance company in Sri Lanka. The present study adopted a quantitative research approach while following a survey research strategy. Data collection was done through a self-administered questionnaire using 93 executive employees attached to the head office of the selected company. Statistical Package for Social Science (SPSS), version 23.0 was used and hypotheses were tested using simple linear regression. Accordingly, this study found that there is a positive impact of Perceived Organizational Justice dimensions (Distributive Justice, Procedural Justice, Interpersonal Justice, and Informational Justice) on Employees' Commitment. Moreover, this study has numerous practical and theoretical implications.

Keywords: Distributive Justice, Procedural Justice, Interpersonal Justice, Informational Justice, Employees' Commitment

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