

**The Impact of Employee Perceived Job Security on Employee Commitment;  
Moderating Effect of Self Efficacy in a Selected Organization of Apparel Sector  
in Sri Lanka.**

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The purpose of this research is to identify the impact of job security on the Employee commitment of executive-level employees in apparel sector organizations in Sri Lanka. Furthermore, the study aims to investigate the moderating role of Self Efficacy in the relationship between job security and employee commitment among executives in the Sri Lanka apparel sector. In addressing research gap, the study explores the connection between job security and employee commitment, particularly in the context of the COVID-19 crisis in Sri Lanka. This research follows a deductive approach, emphasizing theory testing. A survey research strategy and quantitative method were employed. The study targeted executive-level employees within a selected organization in the Sri Lankan apparel sector as the study population, with a sample size of 118. Data collection involved the distribution of printed questionnaires using a convenience sampling technique. Correlation and regression analysis were employed to interpret the findings. The result revealed a robust positive correlation between organizational commitment and job security, indicating a significant impact of job security on organizational commitment among executive employees. Regression analysis further confirmed the substantial influence of job security on executives' organizational commitments. Conversely, the study found that self-efficacy does not exert a significant impact on employees' organizational commitments.

**Keywords:** *Job Security, Organizational Commitment, Self-efficacy*

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