

## **Impact of Perceived Job Security on Employee Commitment of Non-Executives**

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A committed workforce is critical to an organization's success in a rapidly changing business environment. Building such a committed workforce within an organization is a challenge for organizations. Therefore, it is important to consider how organizations can increase employee commitment with existing employees. Moreover, given the current situation in Sri Lanka, job security has become a major concern for organizations in the business community. Therefore, the primary aim of this study was to examine the impact of job security on employee commitment. The study population consisted of non-executive employees working for a Glove manufacturing company in the Colombo district of Sri Lanka. The population consisted of 136 non-executive employees and the sample consisted of 103 respondents from those selected for the sample based on a stratified random sampling method. Additionally, data for the study were collected using a self-administered questionnaire. The collected data was analyzed using descriptive statistics, correlation analysis, and regression analysis. Regression analysis results showed a significant positive impact of perceived job security on employee commitment. This study is concluded that the perceived job security has significant positive impact on employee commitment of non-executive staff in selected manufacturing organization in Colombo district, Sri Lanka. Future research can be conducted to examine new and innovative practices that ensure employee job security and the factors that significantly affect employee job security.

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