

ORGANIZATIONAL CULTURE AS A PREDICTOR OF EMPLOYEE COMMITMENT IN THE PUBLIC AND THE PRIVATE SECTOR ORGANIZATIONS IN SRI LANKA

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This study examined the effect of organizational culture on employees' commitment towards the organization in the private and the public sector organizations in Sri Lanka. It also evaluated the nature of the organizational culture in the both sectors in line with the Reilly's criteria. A sample of 160 employees was selected from both sectors and data was collected through administering two questionnaires among sample respondents. The data was analyzed by using ANOVA and t-test. It was found that organizational culture in the private and public sector differs significantly. Further it was revealed that there is a significant impact of organizational culture on the degree of commitment of employees, and the private sector employees are more committed to the organization than their counterparts in the public sector.

Key words: organizational culture, private and public sector organizations, employee commitment