

ABSTRACT

Sri Lanka was able to defeat 30 years' military war had with LTTE terrorist organisation with the utmost contribution made by tri forces including Sri Lanka Army. The contribution made by Sri Lanka army is heavily indicated by their commitment. How this commitment comes or from what source it derived are question marks even today; simply what kind of factors has been influenced on this commitment. To witness it, even today when there is a crisis, when there is any natural disaster, when there is a necessity; Sri Lanka military Army get the leadership and they do things very successfully. Therefore, this study plans to see because of what dimensions of job satisfaction influence on their employee commitment. In order to identify the effect and the relationship, as independent variables, the study find affective job satisfaction, evaluative job satisfaction and cognitive job satisfaction while the employee commitment was categorized as normative commitment, affective job commitment and continuance job commitment.

In order to make the analysis after comprehensive literature review the data was expected to collect from 411 Army officers selected on convenience sampling method. As the study is a quantitative one, the empirical model of the study is multivariate generalized model while the statistical tool of the study is SPSS (ver 25). Sample adequacy was measured by using KMO and Bartlett test. Other than affective job satisfaction, in all other indicators, it made sure the required convergent and the discrimination validity.

After completing this test, the parameter estimate was done. According to the parameter estimates, affective commitment was contributed by heavily by affective job satisfaction; normative commitment was heavily contributed by cognitive job satisfaction as the main indicator while even affective job satisfaction also contributing a lot. Finally, in order to go for the continuance job commitment evaluative job satisfaction was contributed. Concluding that employee commitment was contributed seen due to the attachment to name of the organization but not due to attachment to the job.

Key Words: Evaluative Job Satisfaction, Cognitive Job satisfaction, Affective Job satisfaction, Employee Commitment.