

## **The Impact of Organizational Commitment on Organizational Citizenship Behaviour with Special Reference to Clerical Employees of Lanka Sugar Company Limited Pelwatte**

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Employee who voluntarily works beyond their own job description is a valuable asset for an organization for achieving its goals efficiently even though gaining such personnel is a challenge especially, for a public-sector organization in current context. In such situation, empirical evidence and pilot survey results showed that there is a low level of Organizational Citizenship Behaviour (OCB) of clerical employees of Lanka Sugar Company Limited Pelwatte. Based on literature, the researcher has identified that Organizational Commitment (OC) and its dimensions (Affective, Normative, and Continuance) are the main determinants of OCB. Therefore, researcher set up the objectives to find out the positive impacts of OC, Affective Commitment and Normative Commitment, on OCB together to find out the impact of Continuance Commitment on OCB of clerical employees of Lanka Sugar Company Limited Pelwatte. 74 clerical employees of this research context have been taken as the sample out of 95 clerical employees after applying stratified sampling technique. Data were collected through self-administrated questionnaire. Simple regression analysis was applied to examine the impact of Organizational Commitment on Organizational Citizenship Behavior and multiple regression analysis was applied to examine the impact of Affective, Normative and Continuance Commitment on Organizational Citizenship Behaviour. The findings of the study revealed that there is a positive impact of Organizational Commitment on Organizational Citizenship Behaviour. Further, Affective and Normative Commitment showed a positive impact on Organizational Citizenship Behavior while Continuance Commitment showed a significant impact on Organizational Citizenship Behavior. If the management can take necessary steps to develop employees' career path, it will enhance Organizational Commitment and ultimately, Organizational Citizenship Behaviour. If future researchers could able to conduct a study by considering all the categories of employees, generalizability of the research findings will get increase.

**Keywords:** Affective Commitment, Continuance Commitment, Normative Commitment, Organizational Citizenship behavior, Organizational Commitment