

A Study on the Impact of Psychological Capital on Organizational Commitment of Staff Employees of Lanka Sugar Company (Private) Limited – Sevanagala

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In the twenty first century Business Organizations are operating in a very competitive environment and the Business Practitioners have identified the need for having a sustainable competitive advantage. Therefore, Human Resource has become a sustainable competitive advantage and the organizational commitment is the key to increase organizational performance with the ultimate purpose of achieving its goals and objectives. Gaining and retaining a committed work force is still challenging for any Organization. Therefore, the researcher derived the research problem of the study with related to the Organizational Commitment of the staff employees.

The current study was aimed at investigating the impact of Psychological capital on organizational commitment of staff employees at Lanka Sugar Company (Private) Limited, Sevanagala. Since Staff employees play a vital role in this factory they were treated as the target population of this study. There were around 900 direct employees in the company to the date and staff employees were selected as the population. The sample size of the study was 66 and convenience sampling method was followed. Data were collected through standard questionnaires developed by previous authors. Minitab 16 and SPSS 21 statistical software were used to analyze the data which were collected through the questionnaire survey.

A multiple regression was performed to investigate the impacts of the variables interested. Organizational commitment acted as the dependent variable where self-efficacy, optimism, hope and resilience were the predictors of the study. Pertaining to the previous research findings the current study also brought evidence to a significant positive impact of optimism, hope and resilience on organizational commitment. In contrast to the previous research findings, this study highlighted no any impact of self-efficacy on organizational commitment.

This study creates a novel contribution to the existing literature as well as to the Lanka Sugar Company (Private) Limited, Sevanagala in order to gain and maintain a committed workforce so as to achieve its goals and objectives. Further future researchers are advised to do the studies by considering moderators, mediators as well as to use the longitudinal time horizon with the multiple data collection methods.

Keywords: Hope, Optimism, Organizational Commitment, Self-efficacy, Resilience