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JBS**HIGH-PERFORMANCE WORK PRACTICES AND EMPLOYEE ATTITUDES**Kengatharan, N^{a,*} and Rajeetha, M^b^a Department of Human Resource Management, University of Jaffna^b Science and Technology Human Resource Development Project, Colombo**ABSTRACT**

Drawing on social information processing theory and social exchange theory, the present study aims to establish the relationship between high-performance work practices, and job satisfaction and organisational commitment. In line with strong ontological and epistemological assumptions, the study adopts survey strategy with a deductive approach. Data were garnered from randomly selected employees working in Capital Reliance Investments (Pvt) Ltd with a self-administered questionnaire. The results disclose a significant positive relationship between high-performance work practices and job satisfaction. Similarly, the study reveals a strong relationship between high-performance work practices and organisational commitment. The current study advances the extant knowledge in the spheres of high-performance work practices and employee attitudes, and proffers many useful practical implications.

Keywords: High-performance work practice, job satisfaction, organisational commitment, social exchange theory, social information processing theory

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