

Effects of Human Resource Management Practices on Organizational Commitment in Sri Lankan Public Sector Banks

Mangaleswaran¹, T. and Srinivasan², P.T.

¹Vavuniya Campus of the University of Jaffna, Sri Lanka

²Department of Management Studies, University of Madras, Chennai, India

tmangales@yahoo.com¹, ptsreen@redifmail.com²

Abstracts

HRM has tremendous relevance to service sector like Bank. Human input is the single largest input that contributes to improve productivity of the banking sector. This study was designed to explore the effect of HRM practices on organizational commitment in Srilankan Public Sector Banks. The sample was drawn from among 281 employees working in Public sector Banks in Sri Lanka. To measure the effect of HRM Practices on organizational commitment, a structured questionnaire was used to collect data. The results of this study reveal that the HRM practices influence the organizational commitment in Sri Lankan Public Sector Banks.