

## Factors affecting to commitment of government school teachers in Kantale in Sri Lanka

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### Abstract

Employee commitment is one of the most widely discussed issues in managing the workforce. As the purpose of the study, the researcher investigates the present level of employee commitment and investigates the factors affecting to commitment of government school teachers in Kantale area. Employee commitment was considered as the dependent variable and personal characteristics, job characteristics and organizational characteristics were considered as the independent variables. The data were collected from a sample of 100 school teachers in five government schools in Kantale area by using convenience sampling method. Data were analyzed using both descriptive and inferential statistics such as mean, standard deviation, independent sample t test, correlation, regression, ANOVA using SPSS. The result reveals that government school teachers in Kantale area have strong emotional commitment, affective commitment, to their teaching profession. There is no any significant relationship between personal characteristics of teachers and commitment to work. However, thereis a statistically significant positive relationship between job characteristics, organizational characteristics and employee commitment. The study provides directives for stakeholders in education including Ministry of Education, Teachers' Service Commission, educationalists, trade unions and teachers in general to make their decisions better to make committed school teachers in the region

**Keywords:** *Employee commitment, job characteristics, organizational characteristics, personal characteristics*