

Factors influencing organizational commitment of government school teachers in Anuradhapura district, Sri Lanka

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Abstract

Teachers are the most important contributors for increasing the efficiency and effectiveness of the educational sector. Although, the teachers' organizational commitment is an important work-related attitude that influences the performance of teachers, students and schools, the researchers have given less attention to this important area. Therefore, the objective of this study was to investigate the factors influencing teachers' organizational commitment in Anuradhapura District. Salary, promotional opportunities, training, working conditions, co-worker support, and social status were identified as the independent variables and organizational commitment was the dependent variable. The data were randomly collected with a structured questionnaire from 100 government school teachers working in Thalawa educational division in Anuradhapura district. The data were analyzed by using statistical tests such as reliability test, descriptive statistic, correlation, and regression tests were performed using SPSS. The results indicated that all the independent variables are positively correlated with organizational commitment. Furthermore, it was revealed that teachers' social status is the most influencing factor on their organizational commitment. The findings of this study would help decision makers in education sector in numerous ways.

Keywords: *Influencing factors, organizational commitment, teachers, social status*