
Employee Commitment: A Study of Selected High Performing Companies in Sri Lanka

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Abstract: Commitment describes one's identification with the organization and involvement in its work. In human resource strategy it generates competency leading to competitive advantage. Through socio-technical systems theory, the antecedents of commitment are conceptualized as structural (identification with the social system) and functional (involvement in the technical system); both caused by the impact of a HRD climate on the socio-technical system. This conceptualization was tested and was supported by research on Sri Lanka's high performing companies.

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