

**The Impact of Job Insecurity on Organizational Commitment
(With special reference to International Non-Governmental
Organizations [INGOs] in Northern Province of Sri Lanka)**

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During the last few decades economic changes leading to transformations in the labour market have taken place in the industrialized world .Many organizations have had to engage in downsizing and restructuring in order to reduce labour costs and to improve competitiveness. These efforts usually result in the reduction of a large number of staff. It generates job insecurity. The objective of this study was to investigate the relationship between job insecurity, and organizational commitment with special reference to Northern Province of Sri Lanka. Researcher used mixed method study. In order to validate the quantitative research findings qualitative research was used. The research was conducted through the responses of employees of International Non-Governmental Organizations in Northern Province of Sri Lanka. Data was collected through questionnaires and personal interviews. Researcher collected data from 100 employees and personal interview was conducted among 20 employees to whom the questionnaires were given. The results demonstrated statistically significant relationships between job insecurity and organizational commitment. A practically significant relationship between variables was also determined; Job insecurity demonstrated a relationship with increased levels of organizational commitment. This study explained that employees would not always reduce their commitment and work effort when confronted with uncertainty as suggested by several studies. Nevertheless, it could be assumed that the survey participants fear being unemployed, feel trapped because of a lack of alternative employment opportunities and wish to employ for next project with the existing organization. These results indicate that insecurity can make people more appreciative of their current work and workplace.

Keywords: Cognitive job insecurity, Affective job insecurity, Organizational commitment, INGO'S