

**IMPACT OF HUMAN RESOURCE MANAGEMENT
PRACTICES ON ORGANIZATIONAL COMMITMENT**

**(With special reference to private banking sector in
Colombo district)**

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ABSTRACT

The impact of Human Resource Management Practices on Organizational commitment

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This study attempted to examine the impact of Human Resource Management practices on organizational commitment in Sri Lankan private sector banks. Human resource management (HRM) is known as the central business concern, that shapes the behavior, attitudes, and performance of the employees, This study empirically evaluated six Human Resource (HR) practices (Recruitment and selection , Training and development, performance evaluation, promotion practice, compensation and benefits, grievances handling system) and impact on the organizational commitment(Affective commitment, Continuance commitment and Normative commitment) of the employees in banking industry in Colombo district. Data were collected on employees' perceptions about Human Resource Management practices and organizational commitment through administered questionnaire. Sample consisted of 76 employees who are working in different of branches in five private sector banks in Sri Lanka. Cronbach's alpha, Pearson correlation coefficient and descriptive statistics were used for various analyzes of this study. Considering the relationship between Human resources practices and organizational commitment, the analysis represents that there is a positive relationship between recruitment and selection, training and development, performance evaluation, promotion practice, compensation and social benefits and grievances handling system and overall organizational

commitment level (Affective commitment, Continuance commitment and Normative commitment). However the Human resource practices plays vital role in organizational commitment in private banking sector employees.

Keywords: Human Resource Management Practices, Organizational Commitment, Affective Commitment, Continuance commitment, Normative Commitment