

## **Examining the Relationship between Organizational Culture and Employee Commitment of Government School Teachers in North-Western Province Sri Lanka**

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School teachers have crucial obligation to shape the backbone of future generation in a country. Major Objectives of the present research were assessment of the type and level of employee commitment of teachers, investigation of the type of culture prevailing in the government school system in North Western province, Sri Lanka and analyzing the association between organizational culture and employee commitment of the government school teachers in North Western province for providing conclusions and recommendations to teachers, teacher educators, education planners, educational policymakers and administrators in Sri Lanka. Three hundred and eighty-three government school teachers were selected using stratified sampling method with the representation of both Kurunegala and Puttalam districts in North-Western province, Sri Lanka as the sample of the present study. A self-administered questionnaire consisting of three sections in order to collect responses regarding general information of the teachers, level of employee commitment and nature of the culture, was applied as the primary data collection tool for the present research. Findings proved that there is a significant relationship between organizational culture and level of employee commitment. Four organizational cultural types; adaptability, achievement, bureaucratic and clan culture were tested in the present research and among them, clan culture showed a greater positive relationship with employee commitment than other types of cultures. Findings further proved that teachers showed affective commitment rather than normative and continuance commitment. Accordingly, it is recommended to promote clan culture within schools as that has greater influence for determining the level of employee commitment. As the clan culture creating friendly environment working as a family, more opportunities for promoting togetherness and friendship of the teachers.

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