

## **The Relationship between Job Satisfaction and Organizational Commitment among Non - academic Staff Members: With Special Reference to University Of Kelaniya**

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Employee performance, labor efficiency, labor effectiveness, training/career development, compensation, work environment, relationship with managers, relationship with co-workers, employee well-being and job commitment can be identified under technical factors, production factors, organizational factor, personnel factors, finance factors, management factors, government factors and location factors as factors affecting the smooth running of an organization. The literature on organizational behavior suggests that job commitment depends on the job satisfaction. Hence, this paper aims to study the relationship between job satisfaction and job commitment among the non-academic staff members at the University of Kelaniya. A survey based descriptive research design was used. Based on convenience sampling, the questionnaires survey was conducted covering 63 employees. The questionnaires were distributed through emails, post and in hand. Stepwise regression analysis and one sample t-tests were used to test the research hypotheses. The findings of the study indicated that the satisfaction with work ( $p= 0.79$ ), quality of supervision ( $p = 0.82$ ) and pay satisfaction ( $p= 0.76$ ) had significant positive influence on organizational commitment among non-academic staff members. The respondents showed a high degree of organizational commitment and satisfaction with factors such as work-itself, supervision, salary, co-workers and opportunities for promotion.