

Mediating Role of Organizational Commitment on the Relationship between Quality of Work Life and Job Performance: A Study on Station Masters in Sri Lanka Railways

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Abstract

This paper is a systematic study based on the hypothetical deductive method carried out to glean empirical evidence with regard to organizational commitment and its mediating effect on the relationship between the quality of work life and job performance. This study was correlational and cross-sectional in the time horizon and the unit of analysis was the individual. A stratified random sample of 280 Station Masters was selected from the Railways Department in Sri Lanka. A pre-tested, structured, self-administered questionnaire was used to collect primary data. Correlation and regression analyses were conducted to test mediation. The results were consistent with the formulated hypotheses, establishing that organizational commitment successfully mediated the relationship between quality of work life and job performance of Station Masters who work in the Railways Department in Sri Lanka. Implications for theory and practice have been discussed.

Keywords: Job Performance, Organizational Commitment, Quality of Work Life, Station Masters

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