

DISCRIMINANT VALIDITY OF JOB
ATTITUDES OF THE GOVERNMENT
DEPARTMENT EMPLOYEES IN THE
BATTICALOA DISTRICT

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FILE

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PERMANENT REFERENCE

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Abstract

In every organization, employees' better performance is very essential to achieve their organization's goal easily and without any obstacles. Employees' positive attitudes towards their work is one of the major factor to enhance their work performance. Because attitude constitutes the behavior of an employee towards performance. If they want to perform well, first they must realize the difference between job related attitudes. This research investigation was designed to evaluate the discriminant validity of measures of job satisfaction, job involvement, and organizational commitment. For this purpose this research considered the Kachcheri, the Divisional Secretariat, and the Educational office in the Batticaloa District using data collected from a sample of 150 clerical staff. To test the discriminant validity of these three variables, three hypotheses were formulated and correlation as a bivariate analysis was conducted to assess the discriminant validity. Results of this analysis indicate that the measure of job satisfaction, job involvement, and organizational commitment assess empirically distinct concepts. Though the results are favorable there are some recommendations given by me to improve the prevailing situation and the implications are also given in the chapter-5.

TABLE OF CONTENTS

	Page No
Title page	I
Acknowledgement	IV
Abstract	V
Table of contents	VI
List of figures	VIII
List of tables	IX
1. INTRODUCTION	I
1.1 Problem identification	3
1.2 Research question	3
1.3 Research objective	3
1.4 Conceptualization and hypotheses	4
1.5 Methodology	6
1.6 Limitations	10
1.7 Assumptions	11
2. LITERATURE REVIEW	12
2.1 Job attitudes defined	13
2.2 Types of job attitudes and their related components	14
3. DATA ANALYSIS, PRESENTATION AND EVALUATION	25
3.1 Personal information	26
3.2 Attitude information	33
3.3 Summary of the analyses	41

4. DISCUSSION	42
4.1 Discussion on personal information	43
4.2 Discussion on attitude information	45
5. CONCLUSION	53
5.1 Recommendation	55
5.2 Implication	57
REFERENCES	59

APPENDICES

Appendix I: Questionnaire related to personal information.

Appendix II: Questionnaire related to attitude information