

PERMANENT REFERENCE

**DISCRIMINANT VALIDITY OF
ATTITUDES OF THE EMPLOYEES
IN THE DIVISIONAL SECRETARIATS AND DISTRICT
SECRETARIAT OF THE BATTICALOA DISTRICT**

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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 attitude towards their work is one of the major factors 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 jobs 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 Divisional Secretariats and District Secretariat in the Batticaloa district using data collected from a sample of 150 clerical staff. To test the discriminant validity of these three variable, 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 organization commitment assess empirically district concept. Though the results are favourable here are some recommendations given by me to improve the prevailing situation.

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