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**ORGANIZATIONAL COMMITMENT AS MEDIATOR OF THE  
 RELATIONSHIP BETWEEN JOB SATISFACTION AND  
 PERFORMANCE IN THE COMMERCIAL BANKS IN SRI LANKA- A  
 STUDY**

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**ABSTRACT**

*The purpose of this study was to investigate the relationship among job satisfaction, organizational commitment and job performance of non - managerial employees in the commercial banks in Sri Lanka. The sample consisted of 400 non - managerial employees randomly selected from Systemically Important Banks. A questionnaire was administered among the non - managerial employees as the measuring instrument. The collected data were analyzed using correlation coefficient and simple regression. The results of the study indicated that there was a positive relationship between job satisfaction and job performance, job satisfaction and organizational commitment, organizational commitment and job performance. Organizational commitment was found to mediate the relationship between job satisfaction and job performance of non-managerial employees in the commercial banks in Sri Lanka.*

**KEYWORDS:** *Organizational Commitment, Job Satisfaction, Job Performance, Mediating Effect*

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