

THE NEXUS BETWEEN WORKPLACE LONELINESS AND EMPLOYEE COMMITMENT

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In today's volatile, uncertain, complex and ambiguous world of work, employees get fewer opportunities to foster social affiliations and emotional relationships within the organization and it directly affects their level of commitment at workplace. With this notion, workplace loneliness concept became a trending topic especially in this new normal as social distancing is becoming so challenging since it is inconsistent with the natural behavior and fundamental needs of human beings. Even scholars around the world have proved that workplace loneliness is a significant predictor of employee commitment in twenty first century. However, there is scant number of evidences from Sri Lankan context. Hence, the purpose of the study is to examine the nexus between workplace loneliness and employee commitment. Study was based on positivism philosophy and deductive approach. Through simple random sampling, researchers collected data from 221 executive employees from three leading apparel sector organizations in Sri Lanka. Through correlation analysis researchers proved that workplace loneliness including emotional deprivation and social companionship negatively related with employee commitment. Unlike before, it is a huge challenge to uplift employee commitment since there is a significant growth in workplace loneliness during the COVID-19 outbreak and even the scholars and practitioners have paid less attention on this matter. Therefore, doing more research on workplace loneliness and employee commitment together is indispensable.

Keywords: *Employee commitment; Emotional deprivation; Social companionship; Workplace loneliness*
