
ISSN 1391-8230

JOURNAL OF MANAGEMENT

Volume 14, Issue 1

October 2018



**Published by the Faculty of Management and Commerce
South Eastern University of Sri Lanka
Olivil # 33230
Sri Lanka**

EDITORIAL BOARD MEMBERS

Editor in Chief: Mrs. S. Athambawa

Associate Editor: Dr. M.H. Thowfeek

Mr. I. Raisal

Managing Editor: Mr. M.M. Rifaudeen

Editorial Advisory Board: Prof. M.M.M.Najim

Prof. H.H.D.N.P.Opatha

Prof. T. Velnampy

Prof. F.H. A.Rauf

Dr. S. Gunapalan

Dr. A.L. Abdul Rauf

Mr. A.L.M.A. Shameem

Mrs. Salfiya U.A Jaleel

Mr.M.C.A. Nazar

Mrs. A.M.Inun Jariya

Mr. A. Haleem

Mr. H.M. Nijam

JOURNAL OF MANAGEMENT

Contents	Page No
Engagement of Organizational Citizenship Behavior: Does Gender Make Differences? <i>F. H. Abdul Rauf</i>	1
Achieving Competitive Advantage Through Humanware Adoption: Special Reference With Rice Millers Of Agri Business Sector In Sri Lanka <i>S. Athambawa</i>	11
Interlocked Factor Market in Agrarian Sector: An Overview Of Theoretical Concept <i>S. M. Ahamed Lebbe</i>	18
The Impact of Personality Traits on Cognitive Engagement: The Study on Financial Institutions in Trincomalee District <i>D. Thavakumar</i>	24
Analysis of Balance of Trade: Sri Lankan Context <i>M. Inun Jariya</i> <i>S.L.A. Mohamed Hassan</i>	32
Non-Financial Motivational Factors on Employees' Turnover Intention of Lower Management in the Travel Agencies in Sri Lanka <i>MAM. Hussain Ali</i> <i>R.G Abeygunawardana</i>	39
The Relationship Between Underemployment and Job Satisfaction of Commercial Bank Employees: Evidence from Nuwaragama Area, Anuradhapura District <i>A.S. Shifa Farwin</i> <i>S.S. Uthayakumar</i>	46