

Despite the numerous forays into understanding the concept and consequences of Corporate Social Performance (CSP), very little is known about how CSP impacts employees. In response, this study examines the relationship between employee perceptions of CSP and organizational commitment in a manufacturing industry setting. Survey data are collected from 136 production employees at three kitchen cabinet manufacturers in the United States. The results of the study show that both community-related and environmentally-related CSP are positively related to organizational commitment. These results imply that companies should communicate their CSP to all employees because it has the potential to increase their employees' organizational commitment, which may result in positive organizational outcomes. This study contributes to extant literature by highlighting the importance of employees as a relevant stakeholder for CSP research, as well as employing comprehensive perceptual measures of both community-related and environmentally-related CSP, in a manufacturing context.

[Read Full Article](#)