

Influence of organizational factors on job satisfaction of apparel sector employees in Anuradhapura district

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Abstract

Job satisfaction of the employees in every level of an organization is a key factor for the survival of a company. It directly addresses the overall performance of a company. So, the organizations must be in line to capture the employees with a high level of job satisfaction. The objective of this study was to investigate the influence of organizational factors on the job satisfaction of the Apparel Sector Employees in Anuradhapura district. Organizational factors were considered as the independent variable and the Job Satisfaction of the Apparel Sector Employees in Anuradhapura district was considered as the dependent variable. Researcher used five organizational factors as the independent variables and by basing on them five hypotheses were built. The population of the study is the apparel sector employees in Anuradhapura district. The sample was 100 employees which were selected from an apparel factory in Anuradhapura district. The sample was selected by stratified sampling technique to achieve the research objectives and this study measured the job satisfaction of all level employees. A questionnaire was used to collect the data from the employees. Respondents were asked to indicate their agreement or disagreement on Five Point Likert Scale as the scaling method. Mean Score and Standard Deviation were used for all the variables for univariate analysis and correlation coefficient was used for bivariate analysis using SPSS software. The hypotheses were tested using the correlation and regression analysis. The results indicated that the job satisfaction of the employees was in moderate level. The influence of organizational factors on job satisfaction of the employees has not been changed according to the gender, age or category of employee. The results of correlation analysis illustrated that the organizational factors are positively and significantly correlated with the job satisfaction of the employees. A weak positive and significant relationship was found between all the factors except promotional opportunities.

Keywords: Apparel sector, employees, job satisfaction, organizational factors