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**ANALYSIS OF FACTORS INFLUENCING TO JOB
SATISFACTION:
REFERENCE TO ACADEMIC STAFF IN SRI LANKA
INSTITUTE OF ADVANCED TECHNOLOGICAL
EDUCATION**



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ABSTRACT

The purpose of this study was to investigate the factors influencing job satisfaction of academic staff in SLIATE in Sri Lanka. Job satisfaction was considered as the dependent variable, and salary, promotion, organization policy, supervision, working condition, Interrelationship, job security, work itself, achievement, recognition, responsibility, and advancement, were considered as the independent variables.

The researcher selected all the academic staff in SLIATE for this research study. One questionnaire was used to collect the data from the academic staff. 181 questionnaires were distributed among the academic staff. The response rate of the academic staff was 87%. Respondents were asked to indicate their level of job satisfaction on five point likert scale as the scaling method. The measurement scale for independent and dependent variables were "interval". The data was analyzed using Statistical Package for Social Sciences (SPSS) Version 16. Mean Score and Standard deviation were used for Univariate analysis and correlation and simple regression were used for bivariate analysis. Multiple regression was used to multivariate analysis. The Hypotheses were tested using the Pearson Product Movement Correlation Coefficient(r) beta value (β) and p value.

The result indicated that academic staffs of SLIATE are dissatisfied with their job. Work itself, recognition, organizational policy and achievements are the highly significant and correlated factors on job dissatisfaction of academic staff. Other factors have also affected on job dissatisfaction but the correlations are not so stronger. All together these twelve factors have explained 54% of job satisfaction of academic staff.

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