

HRM 203

## **JOB SATISFACTION AMONG THE UNIVERSITY NON- ACADEMIC EMPLOYEES**

### **Abstract**

Job satisfaction is an important criterion for the success of an organization. Satisfied employees gained the higher productivity or outcome. There are some arguments between employee satisfaction and productivity. The study has focused to identify the level of job satisfaction among the university non-academic workers. To fulfill this aim 100 employee were selected from two universities in Sri Lanka. Structured questionnaire has administered to collect primary data. According to the Likert method the questionnaire was scaled. ANOVA, Multiple regression and correlation coefficient were used to analyze the data. The study identified the factors related job satisfaction such as salary, academic qualification, career prospects, supervision, management, working environment, culture etc. The empirical study shown the non-academic workers are highly dissatisfied with poor salary structure and satisfied with the permanency of the job. The study concluded that university employee cannot satisfy 100% with their job because of the human attitudes and other external factors.

### **Keywords:**

Salary, academic qualification, career prospects, supervision, management

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