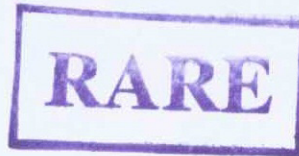


**AN EMPIRICAL STUDY ON THE IMPACT OF  
HYGIENE AND MOTIVATION FACTORS ON  
JOB SATISFACTION OF BANK EXECUTIVES  
IN WESTERN PROVINCE, SRI LANKA**



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## Abstract

Although theories of job satisfaction have been extensively studied, researchers are yet to agree on the major predictors of job satisfaction. Further, it seems very rare to find a good empirical study with respect to job satisfaction of bankers in Sri Lankan context. This is the research gap in the literature that will be addressed in this empirical study.

This study aims at finding out the impact of Hygiene and Motivation Factors on job satisfaction of bank executives (junior and middle level) of commercial banks in Western Province, Sri Lanka. To investigate this, a quantitative empirical study was conducted using a self-designed questionnaire on the selected convenient sample ( $n = 200$ ). Then reliability (Cronbach's Alpha) of the questionnaire was determined and the questionnaire was found to be reliable.

Descriptive and inferential statistics were calculated. The findings indicated that 85% of the variance in job satisfaction is significantly explained by hygiene and motivation factors. Further, the study reveals that except for salary, benefits, working condition, relationship with peers and growth, other hygiene and motivation factors are not significant predictors of the job satisfaction. But, if individually taken, all the hygiene and motivation factors are significantly correlate with job satisfaction.

It is, therefore, recommended that the banks should focus on hygiene and motivation factors very seriously when crafting and executing new strategies. This will ensure that the banks remain sustainable and continue to make a positive contribution to Sri Lankan economy.