

**The Nexus between Employee Induction and job Satisfaction:
A case of Executive Level Employee in Ceylon Tea Services
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Rebecca, E.¹, Bandara, M. M. M.², Weeresinghe, T. D.³ and De Alwis, A.C.⁴

Department of Human Resource Management,

University of Kelaniya, Sri Lanka

rebecca@kln.ac.lk¹, Madushanthabandara100@gmail.com²,

dananjaya@kln.ac.lk³, chamaru@kln.ac.lk⁴

Abstract

Induction is an important Human Resource Management (HRM) function which organization should engage in with the overall aim of increasing organizational productivity and employee motivation. According to the extant literatures there is a significance relationship between induction program and job satisfaction of employees. Thus, induction has an important part to add value to the employee commitment through its effectiveness. The primary objective of the current study was to explore the relationship between current induction programs of the selected company and employees' job satisfaction. Consequently, this study investigates how each component of induction affect to the employee satisfaction. Seventy four (74) executives those who have completed a continuous service period of 3 years in the company and have participated for the company induction were selected as the sample. Convenience sampling was applied to select the aforementioned sample. Data were collected through a standard questionnaire. Descriptive statistics and the correlation test were used to derive the conclusions. Findings reveal that 71% of the respondents are either dissatisfied or strongly dissatisfied about the current induction that they have. Further, it is found that there is a positive, but insignificant correlation between current induction programs (*including the policy*) and job satisfaction of executives in the company. Hence, having assessed the correlation it is recommended to give the program at the beginning of the recruitment and it is suggested to get the participation of senior management, concern on human side when design the program, gradually give introduction on the company and give relevant information gradually. Through following above process can make satisfied employees with the induction program.

Keywords: *Executive Level Employees, Induction, Job Satisfaction, induction Success*