

Identify the Factors affecting job satisfaction of ABC Company (construction filed)

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Abstract

There are two main HR compounds that are job satisfaction and turnover. Employee satisfaction or job satisfaction is a measurement how employees are satisfied with their jobs. Employee satisfaction is typically measured using an employee satisfaction survey. Depending on the research question, ABC Company was selected as it is the largest construction company in Sri Lanka. It was established in 1984. Objectives of the research are to identify the factors affecting job satisfaction and to find out the relationship between each variables. Hypotheses have defined by describing relationship between each variable and has used stratified sampling method to get more accuracy sample size. To collect data both primary and secondary methods were used. The questionnaire method has chosen as it made the quantification of the information possible. According to these points poor salary, training, working environment and working conditions may create big impact on job satisfaction. There is a strong positive relationship (0.8) between salary and job satisfaction. There is a weak positive relationship (0.325) between training and job satisfaction. There is a weak positive relationship (0.115) between working environment and job satisfaction. There is a strong positive relationship between (0.683) working condition and job satisfaction. There were recommendations to avoid employee job dissatisfaction or reduce its impact on the organization.; provide better reward and compensation package including incentives, develop the skill and potential of your workforce, evaluate and measure job satisfaction for job improvement and providing better working conditions related to working hours, health and safety policy and leaves, holidays are help to reduce to employee dissatisfaction.

Keywords : Performance management, Turnover intention, salary, training, working condition

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