

## **The Impact of Wage Level to Employee Job Satisfaction in Apparel Sector of Sri Lanka**

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In today's competitive business world job satisfaction represent the one of the most complex areas facing today's managers when it comes to managing their employees. Job satisfaction can be considered as one of the main factors when it comes to efficiency and effectiveness of business organization. Because job dissatisfaction causes lack of loyalty, increase absenteeism, increase number of accident and increase employee turnover. Job satisfaction is inversely related to turnover intention and low turnover has been shown to increase organizational productivity and performance. When analyzing job satisfaction, the logic that a satisfied employee is a happy employee and a happy employee is a successful employee. Wage level is essential factor when considering the job satisfaction.

The study focused on identifying the relationship between wage level and employee satisfaction. Primary data were collected from 60 employees who have employed the muscles in operation sector in garments at kurunegala district. This sample was collected from 832 employees of population. Simple random sampling method was used to select samples for this study. Questionnaire and interviews were used to collect primary data. Secondary data were collected through Central Bank report, report of census and statistics department, Books, and magazines. Bar chart, pie chart and line chart were used to present the data. Descriptive, chi Square test and Pearson correlation analytical tool were used for data analysis and SPSS software was used to analysis data. According to the result and analysis, there is a positive correlation between wage level and job satisfaction but majority of employees were satisfied about their over time allowances and salary increment than their basic salary. However, wage level is the not only factor but also there are other factors which effected employee job satisfaction. Such as transport facilities, sanitary facilities, working condition and social status. Therefore, recommendation is to provide attractive employee package for employees, increase basic salary, create satisfy working environment to increase the job satisfaction of employees.

**Keyword:** *Job satisfaction, Wage Level, Employee Turnover, Organization.*

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