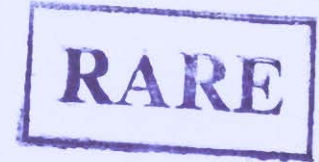


**THE RELATIONSHIP BETWEEN JOB SATISFACTION AND
ABSENTISM IN SRI LANKA ARMY**
WITH SPECIAL REFERANCE TO TRADEMEN SOLDIERS IN
7TH ENGINEER SERVICE REGIMENT (V)



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ABSTRACT

Engineering service regiment is the responsible organization to conduct civil engineering construction and maintenance of the Sri Lanka Army. Additionally that many government large scale constructions are done by the Engineering service regiment. These constructions are done by the tradesman soldiers who have professional knowledge on different civil engineering fields. Their high commitment is leads to high productivity.

Job satisfaction consider as a significant factor effect to the commitment as well as absenteeism. Satisfied tradesman soldiers tend to have a higher degree of commitment than less satisfied. They lead to achieve organizational goals and objectives. But it is considered the less satisfied soldiers have tended to absent and desert. Absent and deserting is a badly effect factor in civil engineering construction field.

This study was conducted in 7th Engineer Service Regiment (V) which is done many large scale government constructions. For this study probability systematic random sampling method was used to select the tradesman soldiers. Sample was decided as 60 soldiers and structured questionnaires were issued to collect the data. Data exploration ensured normality and linearity assumption being not violated.

The results of the descriptive analysis proved that there is a strong relationship among the job satisfaction and job satisfaction related factors like salary, working time, working environment, health & safety facility and training & development. But the relationship between job satisfaction and absenteeism is shown as a significant positive correlation. It is a controversial result. When consider only the absent soldiers for this analysis it indicate a negative result. It is realistic. Finding of the study will be important both on theoretical ground and on practical ground.