

**IMPACT OF PERCEIVED QUALITY OF EMPLOYEE WELFARE
FACILITIES ON EMPLOYEE JOB SATISFACTION**

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By

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ABSTRACT

Every organization spend considerable amount of money and resources for employee welfare and it is valuable investment for development of organizations. Providing welfare facilities to employees may improve employee productivity and employee satisfaction and motivation. The main objective of this research was to study the relationship between perceived quality of employee welfare facilities and employee job satisfaction in the State Pharmaceuticals Corporation in Sri Lanka. Survey method was used as the method of data collecting. Population was all employees employed, in the State Pharmaceuticals Corporation in Sri Lanka. The Sample size was One Hundred and Seventy One employees, selected by using stratified random sampling method. The analysis included univariate and bivariate analysis to achieve set objectives and to test developed hypothesis of the study. The study found that there was positive relationship between perceived quality of employee welfare facilities and employee job satisfaction in the State Pharmaceuticals Corporation in Sri Lanka. Thus, the study concluded that there was a positive relationship between employee welfare and job satisfaction. Majority of the respondents satisfies with the quality of employee welfare facilities provided by the organization and they are satisfied with their jobs. When it comes to the relationship between employee welfare facilities employee job satisfaction was positive, but there was no strong relationship leading to recommend, management of the State Pharmaceuticals Corporation need to get clear understanding about the employee job satisfaction, because it is directly affect to development of the organization. Thus, need to get thorough knowledge about the

following areas, what is job satisfaction? Factors affecting to job satisfaction and level of job satisfaction. In addition to exiting welfare programs, organization can introduce new welfare programs.

KEY WORDS: Employee Welfare Facilities, Employee Job Satisfaction,