

The Impact of Mentoring on Job Satisfaction: A Study of Operative Level Employees in ABC Company Limited

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The current study assesses the impact of mentoring on job satisfaction of operative employees in ABC Company of Sri Lanka. For this study, the questionnaire survey was administrated to collect primary data. The results show that there is a positive relationship between two dimensions of career mentoring on employee job satisfaction. Such dimensions are formal mentoring and informal mentoring. Those effects were tested using data collected from a sample of 83 operative employees from ABC Company of Sri Lanka, and Morgon Sample Calculator was used to determine the sample size. Descriptive analytical method was used for analyzing data by using SPSS analyzing software. This study has helped to establish a foundation for the study of job satisfaction and mentoring. This study contributes to the literature on the relationship between mentoring and job satisfaction. Considering the potential cascading effect that a good relationship can have on job satisfaction, the paper shows that previous researches may have underestimated the impact of mentoring on job satisfaction.

Keywords: *Job Satisfaction, Mentoring, Formal Mentoring, Informal Mentoring*

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