

The Relationship between Job Satisfaction and Employee Performance

(A Special Reference to Nobleswear (Pvt) Ltd)

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Abstract

This study examined the relationship between job satisfaction and job performance of sewing machine operators in Nobleswear (Pvt) Limited located in Koggala Export Processing Zone, Southern Province in Sri Lanka. The highly talented and committed machine operators were under perform and have left the company. Hence the researcher inspired to examine the job satisfaction and job performance of the machine operators considering the past two years. The sample size was fifty machine operators and they were selected using simple random sampling technique under probability sampling method. The primary data were collected through a well-structured questionnaire containing three parts. The job satisfaction was measured through seven dimensions which are basic pay, supervision, working condition, work itself, opportunity for promotions, support from the management and benefits. Job performance was measured through trait, behaviour and result approach. The answers of the respondents were evaluated using the five point Likert Scale under non-comparative scaling technique. Data were analyzed through the SPSS version 20. The analysis data revealed that there is a positive significant relationship between job satisfaction and job performance of the sewing machine operators. Also there is a significant difference between male and female sewing machine operators in respect of their performance. This study provides a road map for managers about how to satisfy their employees.

Keywords: Job Performance, Job Satisfaction, Relationship

1. Introduction

In the current world, human resource management is becoming a very significant functional field of organizational management. It can be seen in any place where the employees involve in and their contribution must be

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