

The Impact of Perceived Organizational Support and Incentives & Advancement Opportunities on Employee Career Satisfaction: A Study of Executive Level Employees

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Career satisfaction is a vital variable in career development research and other areas of inquiry that deal with occupations, job dynamics, and individual adaptation. The purpose of this study is to examine the impact of perceived organizational support and ‘incentives & advancement opportunities’ on the career satisfaction of employees. The sample of the study consists of 95 executives working in a reputed manufacturing company in Sri Lanka. Data were collected via a self-administrated, structured questionnaire developed using pre-validated, standard measures which thereby ensured the reliability and validity of each scale. Simple regression analysis was carried out on the sample data for hypothesis testing. The study results indicated that perceived organizational support has a significant positive impact on the career satisfaction of employees. At the same time, incentives and advancement opportunities also have a significant positive impact on the career satisfaction of employees. Based on the results, it is recommended to ensure career satisfaction among employees in an organization by increasing the positive perceptions among employees regarding organizational support and by providing employees with incentives & advancement opportunities.

Keywords: *Career satisfaction, Executive level employees, Incentives and Advancement Opportunities, Manufacturing industry, Perceived Organizational Support (POS)*

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