

Impact of Working Conditions on Employee Job Satisfaction among Operational Level Employees in ABC (Pvt) Ltd

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Researchers have made a remarkable effect to study the impact of existing level of working conditions on job satisfaction of machine operators in ABC (Pvt) Ltd Company. Therefore this study could make important contribution to management field. This research provides a significant contribution to the literature relating to working conditions and job satisfaction. The specific objective of the study is to identify the impact of physical working conditions and behavioural working conditions on the job satisfaction of machine operators of the selected company. The sample was selected randomly that included 234 machine operators. Data were collected using a structured questionnaire. Data were analyzed using correlation analysis, simple regressions analysis, and multiple regression analysis to test the hypothesis. According to the findings there is a strong positive relationship between physical and behavioural working conditions and employee job satisfaction. Further, there is a positive impact of physical and behavioural working conditions on employee job satisfaction. All four hypothesis were accepted. The suggested that management should focus more on improving the conditions of physical and behavioural working conditions to improve job satisfaction of machine operators.

Keywords: *Working Conditions, Job Satisfaction, Physical Working Conditions, Behavioural Working Conditions.*

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