

The Effect of Distance between Home and the Workplace on Employee Work Satisfaction

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Organizations recruit employees from different areas of the country. Hence, today a growing number of employees do not see their family everyday due to traveling difficulties which in turn affect their work satisfaction. Thus, the main purpose of this study is to assess the impact of distance between home and workplace on employee work satisfaction. To attain this research objective, data were collected from one hundred employees who were working in 2 apparel industry firms, which are located in Biygama Export Processing Zone. To test the hypotheses, simple linear regression was used. The findings showed that the distance between home and workplace had a significant impact on employee non-work satisfaction, i.e. when employees do not visit their family every day, this has a negative effect on their life satisfaction. However, there was no significant impact of distance between home and workplace on work satisfaction. Thus, it is recommended to provide facilities to visit their family often, including family accommodation, if possible introduce flex working shifts and organize get-together events which can participate with family members.

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