

Impact of Perceived Organizational Values on Employee Career Satisfaction of Executive - Level Employees in a Selected Private Commercial Bank in Sri Lanka

Madhuwanthi, S. A. C. B.¹ and Wijewantha, P.²

The purpose of this study is to identify the impact of perceived organizational values on career satisfaction of employees. Even though there are studies available focusing on the impact of person-organization value fit on organizational outcomes, there is a dearth of studies investigating the impact of person-organization value fit on employee attitudinal outcomes. Thus, taking this lacuna in research into consideration, this study was undertaken a quantitative deductive study. The authors deployed the survey strategy and data were collected using a questionnaire. Executive level employees of a leading commercial bank were chosen as the population of the study. Accordingly primary data were collected from a sample of 216 respondents using the nonprobability convenience sampling technique. Data collection was done using a self – administrated, structured questionnaire. Data analysis was done using the Statistical Package for Social Sciences (SPSS), version 23.0. The hypothesis of the study was tested using the simple regression analysis. The results indicated that there is a significant positive impact of perceived organizational values on career satisfaction of employees.

Keywords: *Career satisfaction, Executive-level employees, Perceived organizational values, Person-organization value fit, Private commercial banks, Sri Lanka*

¹ Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [chaturibaggaya@gmail.com]

² Senior Lecturer, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [prabhashini@kln.ac.lk]