

## **Impact of Job Perception on Career Satisfaction of Employees**

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Employee job perception has an impact on their career development. It influences the retention, development and career satisfaction of employees. Agro-based organizations play a major role in Sri Lankan economy. They are involved in a diverse sector. This study has mainly focused on the impact of job perception on career satisfaction of professionals in the agro-chemical industry. A descriptive research design along with cross sectional sampling survey was carried out to study the selected variables of professionals in agro-based organizations in Sri Lanka. A self-developed theoretical framework and research tools were employed to guide and quantify different concepts of the research. A sample of 81 employees was selected from five main agro-based organizations. Employees belonged to all three management levels, viz; senior, middle, and junior. Multistage stratified random sampling technique was employed to draw sampling units. Research findings indicated that career satisfaction is not correlated with age. However, career satisfaction of managers differed with gender. Marital status and education level of managers did not associate with their career satisfaction. Career satisfaction of employees differed significantly with their seniority in the management hierarchy. Research findings reveal that nature of the job and career experience have a positive impact on career satisfaction of employees.

*Key words: nature of the job, career satisfaction, career experience*

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