

Determinants of Employee Job Satisfaction: A Case of ABC (Pvt) Limited

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This study focused on investigating factors affecting job satisfaction of non-executive employees in ABC (Pvt) Limited. The study used quantitative methods and survey strategy was followed. Data were collected using a standard questionnaire from 101 non-executive level employees. Findings revealed that there is a strong relationship between salary and job satisfaction and poor relationship between supervisor support and employee job satisfaction. Findings suggest to provide a reasonable salary for employees in order to enhance their job satisfaction and improve management practices to train supervisors, obtain frequent employee feedback to ensure supervisor support while removing communication barriers.

Keywords: *Job Satisfaction, Non-executive Employees, Salary, Supervisor Support*

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