

Factors Affecting Job Satisfaction of Trainee Auditors: Special Reference Undergraduates of Faculty of Commerce & Management Studies at University of Kelaniya

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Abstract

Employees are an organization's backbone. Employee happiness has been critical in recent years in terms of developing and achieving any organization's goals and objectives. Trainee auditors are the newest generation of entry-level professionals in accounting organizations. Satisfied trainees tend to stay in their current field for a longer period of time and achieve greater achievement. The purpose of this research is to determine the characteristics that contribute to trainee auditors' job satisfaction based on supervision, pay, work-life balance, working conditions, and firm size. A review of theoretical and empirical studies is conducted to determine the elements affecting employee satisfaction. The research study will use a random sample of 200 interns from the faculty of commerce and management studies at the University of Kelaniya to represent the overall population. The project will largely collect data using a standardized questionnaire. The variables will be analyzed using descriptive statistics and SPSS. The research findings will highlight the main element affecting trainee auditors' satisfaction levels and the difference in satisfaction levels between big four and non-big four audit firms. This study will add to the audit literature by providing secondary data for subsequent research. The poll will be used to ascertain what is most essential to trainee auditors, where the organization falls short in terms of developing contented employees, and to help influence the industry's future policy formulation.

Keywords: *Job satisfaction, Supervision, Pay, Firm Size, Trainee auditors*