

Impact of Employee Job Satisfaction on Employee Job Performance: A Study on Middle Management Level Employees in Abans Finance PLC, Sri Lanka

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Human resource is the most asset in order to achieve a competitive advantage of an organization. Therefore, this study investigates employee job performance and related factors deeply. The purpose of this study was to examine the relationship between extrinsic and intrinsic job satisfaction on employee job performance in Abans Finance PLC. The study was conducted among a sample of 185 middle management level employees who are working in Abans Finance PLC in Colombo, Sri Lanka. Data analysis was conducted by using Statistical Package for Social Sciences (SPSS) with the aid of statistical techniques such as mean, and correlation analysis. Findings revealed that there is a positive relationship between extrinsic & intrinsic job satisfaction and employee performance. As a limitation, this study focused on a few dimensions and future researchers can use different work outcomes such as flexibility, work-life balance, as independent variables.

Keywords: *Extrinsic job satisfaction, Intrinsic job satisfaction, Employee job performance*

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