

## **Impact of Employee Attitude towards External Recruitment on Job Satisfaction**

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In many leading garment manufacturing companies in Sri Lanka, it was revealed that most of them fill their vacancies through external recruitment. This study aimed to identify the impact of employee attitude towards external recruitment on job satisfaction in garment manufacturing companies in the Gampaha District, Sri Lanka. This is a quantitative study. Three hundred ten employees who work in garment manufacturing companies in the Gampaha district of Sri Lanka were selected for this study using the simple random sampling technique. A questionnaire was administered among the employees to measure their attitude towards external recruitment on job satisfaction. The data were analyzed using the Statistical Package of Social Science (SPSS). The collected data were analyzed using descriptive statistics, Correlation and Regression analysis with the support of Statistical Package for Social Science (SPSS). The study revealed a strong negative relationship between employee attitude towards external recruitment and Job satisfaction. It is recommended that garment manufacturing companies need to follow transparent recruitment methods to recruit employees externally, and promotions for internal employees should be given within the relevant period.

**Keywords:** *Employee attitudes, External recruitment, Job satisfaction,*

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