

A Study of the Impact of Effectiveness of Employee Welfare Facilities on Executive Level Employees' Job Satisfaction in Flintec Transducers (Pvt) Limited

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Human resource management has become a crucial part in today's competitive business environment. Organizations have identified that the human resource to be a critical factor in determining their survival. Therefore, organizations often offer its employees with benefits and satisfy packages with a view to motivate them for retaining in the organization for a long period. Generally, organizations offer its employees with effective welfare facility packages to increase employee jobs satisfaction and enhance their loyalty and productivity and to reduce defects such as absenteeism and turnover.

Purpose of this study is to explore the impact of effective welfare facilities on employee job satisfaction. This paper proposes a conceptual framework of effectiveness of employee welfare facilities as the independent variable and employee job satisfaction as the dependent variable. The sample consists of executive level employees in Flintec Transducers (Pvt) Ltd – Katunayake. A hypothesis, “there is a significant influence of the effectiveness of employee welfare facilities on employee job satisfaction”, was set to be tested. Data were collected through a self-administered questionnaire which was prepared building on the Minnesota Satisfaction Questionnaire. Questionnaires were distributed among the executives of selected firms. Subsequently, the collected data were analyzed using regression and correlation analysis.

It was found that there is a positive relationship between the effectiveness of employee welfare facilities (independent variable) and employee job satisfaction (dependent variable). It suggest that Flintec transducers can use their welfare facilities to increase job satisfaction of its executive level employees. Furthermore, results indicate that welfare facilities ‘current effectiveness level and the Job satisfaction level both of executive level employees are at a significantly good standard.

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