

RARE

DISSERTATION

FACTORS INFLUENCING JOB SATISFACTION OF STAFF OFFICERS OF PUBLIC
SECTOR ORGANIZATIONS

Submitted by

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ABSTRACT

Public sector employees are playing the vital role in the process of economic development. If public sector employees are not satisfied with their motivation factors, employee performance are very low and inefficiency are increased. It may also be low productivity, a part of grievances, disciplinary problems and other organization difficulties. According to that the study aimed to identify factors are the most influencing on the job satisfaction of Staff Officers of Public Sector in Sri Lanka.

The conceptual model of this research has been formulated by considering the available literature on Job satisfaction. Mainly researcher formulated the three dimensions as independent variables namely; psychological factors, environmental factors and relationship with relevant groups and job satisfaction have been taken as the dependent variables.

The research method applied in this study was descriptive survey method. The researcher used questionnaire as the main instrument for this study. Multiple regression analysis measured the impact of identified job satisfiers on staff officers' job satisfaction and psychological aspect of work factor is the greatest influence on staff officers' job satisfaction. Relationship with relevant groups is next and finally work environment is lowest influence on job satisfaction. The correlation analysis revealed that there is a positive relationship between main three dimensions (psychological factor, environment factors and relationship with relevant groups) and job satisfaction. These findings will help government policy makers plan and implement job satisfaction strategies in future to increase the job satisfaction and organization performance.

Key words: Job Satisfaction, Job Performance, Psychological Aspect of work, Work Environment and Work-Life Balance