

Impact of Participative Decision Making on Employee Job Satisfaction: Study of Operational Level Employees in a Leading Apparel Organization in Sri Lanka

Senarathna, W. P. A. N.¹ and Mahalekamge, W. G. S.²

Participation in decision making (PDM) is one of the significant current Organizational-related factors. The current research study is trying to find the impact of participative decision making on job satisfaction. The research was conducted based on the Sri Lankan context and there having low evidence under the selected research area. The current researcher is trying to fill that empirical gap. This study was carried out as a cross sectional field study among a sample of 271 operational level employees in a leading apparel organization in Sri Lanka. Simple random sampling technique was used to select the sample, and primary data were collected using a standard questionnaire. Descriptive statistics, inferential statistics, regression, and correlation analysis were analyzed using Statistical Package for Social Sciences (SPSS). It was found that, there is a significant impact of employee willingness, employee capacity, work life balance, employee commitment, on job satisfaction among operational level employees. Further, results showed that employee willingness, employee capacity, work life balance, employee commitment has positive and significant impact on job satisfaction. Further, it is expected that these findings are very important theoretically and practically for the relevant parties in manufacturing companies. Cross validation of the findings of this study to be done in different industries and different cultures comparatively among a bigger sample in subsequent studies is recommended, which will add more insights to the substance of the present study.

Keywords: *Employee Willingness, Employee Capacity, Work Life Balance, Employee Commitment, Participative Decision Making, Employee Job Satisfaction.*

¹ Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [ashaniranjali717@gmail.com]

² Lecturer, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [geethanim@kln.ac.lk]