

Factors Affecting Employee Job Satisfaction: A Study of XYZ Garment Factory in Sri Lanka

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ABSTRACT

Job satisfaction reflects the attitudes and reactions that the employee has of his/her job or work. Satisfied employee is an asset to any organization. Consequently, top management of any organization pays more attention on increasing the level of job satisfaction among the employees. This study identified the factors affecting job satisfaction of the machine operators in a garment factory in Sri Lanka. Specifically, it identified the impact of financial and non-financial rewards on job satisfaction; impact of leadership on job satisfaction; impact of training and development on job satisfaction. The sample size included sixty machine operators. The research method was quantitative. The time horizon of this study was cross-sectional, with one reason being the time constraint. Data were collected through a self-administered questionnaire. Correlational study was conducted with the researchers' minimum interference in an organizational environment with natural and normal work movements. Therefore, the researchers' interference was minimal, and the study setting was non-contrived.

Keywords: job satisfaction, financial and non-financial rewards, leadership, training and development