

The Impact of Job Satisfaction on Employee Work Performance: Special Reference to Divisional Secretariat, Kaluwanchikudy

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Abstract

Every organization tries to achieve their objectives and focuses in many aspects. Since the human resource of an organization is considered as an important asset, organizations desire to keep well trained and effective work force. Employees, who satisfy with their job, may exert high effort to organization wish to satisfy their employees for getting effective more work done. So this study focuses to achieve with the objective of examining job satisfaction and work performance of the employees in Divisional Secretariat of Kalluwanchikudy. Design/Methodology/Approach: in the survey, questionnaire and interview were the methods used to collect data. Uni-variate analysis, bi-vivariate analysis (correlation), and multi- Regression analysis were used to analyze the data using the SPSS 20.0. The sample consisted of 90 employees based on simple random sampling technique among the employees. Hypotheses were developed to prove the relationship between job satisfaction and work performance. The results showed that, there is a positive relationship between job satisfaction and work performance of the employees in Kaluwanchikudy divisional secretariat. Mainly job satisfaction variables such as promotion, work itself, pay, and working condition have positive relationship with job performance. Therefore, the job satisfaction can help boost better performance of employees in any organization. The study would help to enlighten organizations about the problem of low satisfaction of the employees might affect their performance which would lead to low productivity of the organization. so they may develop strategies to minimize those problems. The research would also assist the manager and workers realize their obligation and responsibility toward the good performance of the organization. The promotion, work itself, pay and working condition are very important to the way employee feel about where they work. So this research help to motivate employee satisfaction and must increase for organizations' performance as well.

Keywords: Job Satisfaction, Promotion, Work itself, Pay, Working Condition