

RELATIONSHIP BETWEEN EMPLOYEE MOTIVATION AND JOB SATISFACTION OF AMANA BANK PLC

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Abstract: Motivational factors play an important role in increasing employee job satisfaction. Satisfied employees in return can help in improving organizational performance. The purpose of the study was to explore the relationship between motivation and job satisfaction of Amana bank PLC. The idea was to profile motivation factors influence in job satisfaction of Amana bank PLC. In order to study the objective, primary data were collected with a sample size of 70 which was collected from selected branches. The job satisfaction have been analyzed under five main variables namely remuneration, promotion, training, employee benefits and recognition. The questionnaire was developed by using a five point Likert scale. Descriptive statistics, regression and correlation analysis were used to test the research hypothesis using SPSS software on job satisfaction variables among the Amana bank employees. Researcher found that there is a weak positive relationship between motivation factors like remuneration, promotion, employee training, employee benefits and recognition in Amana bank. It can be concluded that Increase in level of these factors improves overall job satisfaction of employees which is identified by the analysis. This paper presents relationship between various factors and puts forth suggestions for improving employee's job satisfaction level. Moreover, outcome of the research would be helpful to understanding the motivational issues behind the employees and managers can systematically develop strategies to deal with motivational problems in an organization.

Key Words: Motivation, Job Satisfaction, Amana bank PLC