

# **ORGANIZATIONAL CULTURE AND EMPLOYEES' JOB SATISFACTION OF AL NAJAH ISLAMIC WINDOW IN SRI LANKA**

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**Abstract:** The job satisfaction of employees occupies an important place in the list of main concerns of the human resource management departments all over the world. This is because on one side it helps in retaining the employees and on the other it raises their performance level. The objective of this study is to examine the relationship between organizational culture and employees' job satisfaction in Amana bank PLC in Eastern province in Sri Lanka. This study is indicate the organizational culture and employees job satisfaction with the systematic random probability sampling technique was used to obtain 100 respondents from Amana bank PLC employees in Eastern province. The primary data was collected through structured questionnaire. SPSS 20.0 and MS Excel was used to analyse the data. And also descriptive statistic, correlation and regression analysis were used to analyse the data. The result indicate that the higher organizational culture, the more the employees' satisfaction. The dimensions of organizational culture plays an important role in this study. These dimensions are organizational supportiveness, emphasis on rewards, innovation, stability & communication and performance orientation. To conclude, the findings indicate that these five dimensions have positively affected the employees' job satisfaction. This study also identifies that organizational culture is an appropriate tool to measure the employees' job satisfaction of Amana bank PLC and Some of the recommendations of the study include: that the organization should encourage senior managers to support their junior employees in order to achieve job satisfaction. The organization should focus on rewarding members of staff based on their contribution to the bank and merit. The bank should support and invest in innovation. Finally the bank should focus on conducting objective performance evaluation so as to achieve employee satisfaction.

**Keywords:** Organizational culture, Job, Satisfaction, Al-Najah, Islamic window