



Institute of Human Resource Advancement University of Colombo

The Impact of Job Satisfaction on Employee Performance
(A Case Study of ABC International Pvt Ltd)

LE 3714

**The Project Report to be Submitted to Complete
the Bachelor of Labour Education Degree Requirements**

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ABSTRACT

Today's business environment is very competitive and hence maintaining a highly skilled workforce is very important for the organization. It is very easy to obtain competitive gains by achieving job performance through the job satisfaction of the workforce. This study mainly focuses on the effect of job satisfaction on job performance. Their job satisfaction has been used as the independent variable and job performance has been used as the dependent variable. Pay, Promotion, Job Security and Working Conditions have been used as the main dimensions to measure job satisfaction. In this study, data has been collected mainly using a questionnaire. To collect data, 100 employees of ABC International (Pvt) Ltd have collected data under a simple random sampling method. Data were analyzed using multiple regression analysis with SPSS (version 20.0). The results of the study found that Promotion, Job Security and Working Conditions factors have a positive effect on job satisfaction.

Key Words: Job Performance, Job satisfaction, Job security, Pay, Promotion, Working conditions

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