

**THE IMPACT OF JOB SATISFACTION ON EMPLOYEES'
PERFORMANCE OF SAMURDHI BANK IN MATALE DISTRICT**

BY

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ABSTRACT

Job Performance of employees lays the foundation to achieve desired organizational goals and objectives. Individual employee's job performance is influenced by various combinations of factors. Thus, this research study seeks to examine the impact of Job Satisfaction on Employee Performance of Samurdhi bank in Matale District. The study examined whether Job Satisfaction in terms of Pay, Promotion, Working environment and Co-workers dimensions has an influence on employee Performance. The research study employed a deductive research approach. The survey method was used as a research strategy and the questionnaires were used in data collection. The statements of the questionnaire were measured using five point likert scale. All 40 Samurdhi banks were used for this study in Matale District. Simple Random Sampling was used and the data collected from 200 respondents were extensively used to derive conclusions. The data was analyzed using Mean score, Standard Deviation, Correlation analysis and Regression analysis. The result in multiple linear regression All hypotheses were substantiated and it was found that 64.6% of Employee Performance was affected by Job Satisfaction altogether with Pay, Promotion, Working environment and Co-workers. Also it was discovered that there were positive relationships among Employee Performance and the four Job Satisfaction dimensions. Even though Job Satisfaction has a considerable influence on Employee Performance of Samurdhi bank employees, this study encourages further investigating on finding additional factors which may affect.

Keywords: Employee Performance, Job Satisfaction, Pay, Promotion, Working Environment, Co-workers.

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