

**IMPACT OF JOB DESIGN ON EMPLOYEE CAREER
DEVELOPMENT EXECUTIVE LEVEL EMPLOYEES IN
PRIVATE SECTOR BANK IN MONARAGALA DISTRICT**



BY

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ABSTRACT

In today's highly competitive business world, it is important for companies not only to make a profit but also to plan employees' jobs. Job design help to Employees decide what they want their career, what is their objective, employees identify their knowledge, skills and abilities their career development. This study was conducted to identify of job design on employee career development. Hence, this study focuses on the impact of job rotation, job enlargement, job enrichment and its impact on employee career development. Thus, the study objective are to examine whether job design contribute to employee career development, to identify the relationship between job rotation and employee career development, to identify the relationship between job enlargement and employee career development, to identify the relationship between job enrichment and employee career development among the executive level employees of selected private banks.

The study accompanies with quantitative research approach. The study used primary data as well as secondary data. A structured questionnaire was used as the method of data collection, and the questionnaire included 15 questions with five-point Likert scale ranging from strongly disagree to strongly agree. In this study, the researcher by using the information found in the 142 executive level employees from selected private bank. A random sampling technique was used to make the method of sampling framework. Collected data were analyzed using SPSS 22.0 analysis.

The data were measured using descriptive statistics, correlation and regression analysis. Moreover, the result shows positive relationship among all variable. Hence, this study helps employees to understand the positive relationship between job design and employee career development.

Key words: job design, job rotation, job enlargement, job enrichment, career development

TABLE OF CONTENTS

ACKNOWLEDGEMENT	i
ABSTRACT	ii
LIST OF TABLES	viii
LIST OF FIGURES	ix
Chapter – 1	1
INTRODUCTION	1
1.1 Background of the Study.....	1
1.2 Research Problem/Research Gap.....	4
1.3 Research questions.....	6
1.4 Research objectives.....	6
1.5 Significant of the Study.....	6
1.6 Scope of the Study.....	8
1.7 Chapter Organization.....	8
1.8 Chapter Summary.....	9
Chapter -2	10
LITERATURE REVIEW	10
2.1 Introduction.....	10
2.2 Job design.....	10
2.2.1 Job rotation.....	11
2.2.2 Job Enlargement.....	13
2.2.3 Job enrichment.....	15
2.3 Career Development.....	17
2.4 Supporting Theories for Study.....	19
2.4.1 Theory of Herzberg's Two-Factor.....	19
2.4.2 Theory of Socio-Technical Systems.....	20
2.4.3 Job Characteristics Model.....	21
2.5 Relationship between Job Rotation and Employee Career Development.....	22

2.6	Relationship between Job Enlargement and Employee Career Development ...	23
2.7	Relationship between Job Enrichment and Employee Performance.....	23
2.8	Impact of Job Design on Employee Career Development	24
2.9	Chapter Summary.....	25
Chapter -3		26
CONCEPTUALIZATION AND OPERATIONALIZATION		26
3.1	Introduction	26
3.2	Conceptualization.....	26
3.2.1	Conceptual Framework	26
3.3	Variable Relevant to the Conceptual Framework	27
3.3.1	Job Design.....	27
3.3.2	Career Development	29
3.4	Operationalization	29
3.5	Hypothesis.....	31
3.6	Chapter Summary.....	31
Chapter -4		32
RESEARCH METHODOLOGY		32
4.1	Introduction	32
4.2	Research Philosophy	32
4.3	Research Approach	33
4.4	Research Strategy	33
4.5	Methodological Choice	34
4.6	Time Horizon	34
4.7	Research Site / Area Selection	35
4.8	Study Population	35
4.9	Sampling Technique / Method	35
4.10	Sample.....	35
4.11	Methods of Data Collecting	36
4.11.1	Primary Data.....	36

4.11.1 Questionnaire.....	36
4.11.2 Secondary Data.....	36
4.11 Research Instrument.....	36
4.12 Method of Data Measurement.....	37
4.13 The Pilot Study.....	37
4.14 Validity and Reliability of Instruments.....	38
4.14.1 Reliability Test.....	39
4.15 Unit of Data Analysis.....	40
4.16 Method of Data Analysis.....	40
4.16.1 Methods of Data Analysis for First Objective.....	40
4.16.2 Methods of Data Analysis for Second Objective.....	40
4.16.3 Methods of Data Analysis for Third Objective.....	40
4.16.4 Methods of Data Analysis for forth Objective.....	41
4.17 Methods of Data Evaluation.....	41
4.17.1 Regression Analysis.....	41
4.17.2 Bivariate Analysis.....	42
4.18 Testing Hypothesis.....	44
4.19 Data Presentation.....	45
4.19.1 Data Presentation for Personal Information.....	45
4.19.2 Data Presentation for Research Information.....	46
4.20 Ethical Consideration.....	46
4.21 Chapter Summary.....	46
Chapter -5.....	48
DATA PRESENTATION AND ANALYSIS.....	48
5.1 Introduction.....	48
5.1 Analysis of Reliability.....	48
5.2 Data presentation.....	49
5.2.1 Data Presentation for Personal Details.....	50
5.2.2 Data Presentation for Research Information.....	54
5.2.3 Testing Hypotheses.....	60

5.3	Chapter summary	61
Chapter -6		62
DISCUSSION		62
6.1	Introduction	62
6.2	Discussion of Personal Information	62
6.2.1	Gender	62
6.2.2	Age	62
6.2.3	Marital status	63
6.2.4	Work experience	63
6.2.5	Level of Education	63
6.2.6	Job Role	63
6.2.7	Range of salary	64
6.3	Discussion of Research Information	64
6.3.1	Discussion for Objective one	64
6.3.2	Discussion for Objective two	64
6.3.3	Discussion for Objective three	65
6.3.4	Discussion for Objective four	65
6.4	Findings from Hypothesis Testing	66
6.4.1	Testing Hypotheses 01	66
6.4.2	Testing Hypotheses 02	66
6.4.3	Testing Hypotheses 03	66
6.5	Chapter Summary	67
Chapter -7		68*
CONCLUSIONS AND RECOMMENDATION		68
7.1	Introduction	68
7.2	Conclusion of the Study Objective	68
7.2.1	First Objective	68
7.2.2	Second Objective	68
7.2.3	Third Objective	69

7.2.4	Forth Objective	69
7.3	Contribution of the Study	69
7.4	Recommendations	70
7.5	Limitation of the Study	70
7.6	Future Research Directions	71
List of References		72
Appendix 01 - Questionnaire		76
APPENDIX 02 – Output of the Data Analysis		80