

**IMPACT OF EMPLOYEE WELFARE FACILITIES ON JOB SATISFACTION OF
MANAGERIAL EMPLOYEES IN SELECTED GARMENT FACTORIES IN
TRINCOMALEE DISTRICT**

BY

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ABSTRACT

The Sri Lankan garment industry has achieved remarkable growth and industrial production has become a major sector of the economy. There is a study aims the impact of employee welfare facilities on job satisfaction among managerial employees in selected garment factories in Sri Lanka, focusing specifically on the Trincomalee District. Employee welfare facilities, encompassing medical, canteen, loan, and housing amenities, are essential for enhancing job satisfaction and performance. This study utilizes a questionnaire-based survey to gather data from 59 managerial employees. The methodology involved correlation analysis examining the relationships between job satisfaction and welfare facilities. The results indicate a strong positive relationship between job satisfaction and medical facilities. Additionally, there are statistically significant positive relationships with canteen, loan, and housing facilities. Regression analysis further reveals the impact of these facilities on job performance, with medical, canteen, loan, and housing amenities contributing positively to employees' job satisfaction and overall performance. The study concludes that enhancing employee welfare facilities can significantly improve job satisfaction and performance among managerial staff in the garment industry. Recommendations include the implementation and improvement of comprehensive welfare programs to foster a more satisfied and productive workforce.

Keywords: Employee welfare, Job Satisfaction, Managerial employees, Garment factories, Sri Lanka

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