

**A STUDY ON IMPACT OF EMPLOYEE'S REWARDS ON
EMPLOYEE'S JOB SATISFACTION IN CEYLINCO LIFE
INSURANCE PLC, AMPARA DISTRICT.**

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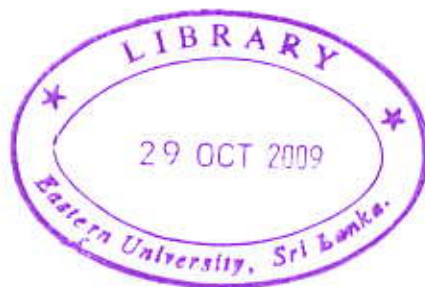


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ABSTRACT

This research is mainly concerned with analysis of "The impact of employee rewards on employee's job satisfaction". The researcher considered the employee rewards as an important factor that affects the employee's job satisfaction.

In this research, the job satisfaction is determined by mainly two variables; extrinsic rewards and intrinsic rewards. The researcher formulated problem question that "Is there any relationship between employee rewards and employee's job satisfaction?" Then, the researcher found that there is a positive relationship between employee rewards and employees' job satisfaction.

To conduct this research, the Ceylinco life insurance PLC, Ampara district was selected and hundred employees were selected as sample. After data were collected from selected organization, these data were presented and analyzed by using statistical tools. These analyses were used to test the relationship between employee rewards and employees' job satisfaction.

In this research, the researcher concluded about the hypothesis providing, then clarify the research findings, after that the researcher formed a final conclusion. Some important suggestions also were given for the improvement of employee's job satisfaction. According to these analyses, there is a moderate positive relationship between employee reward and job satisfaction. At the same time, there is a moderate positive relationship between extrinsic rewards and job satisfaction and moderate positive relationship between intrinsic rewards and job satisfaction.

In this all view, the researcher attempt to say that, by providing the sound intrinsic and extrinsic rewards to the employees, the commitment of the employees can be gained for achievement of the organizational goal through high level of employee's job satisfaction.

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