

## **Self Managed Work Teams and Job Satisfaction (With Special Reference to Software Developing Companies in Colombo District)**

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Team works have received a significant attention in modern business context as a mode of achieving superior business performances in the modern business context. Four most common types of teams are problem solving teams, self managed work teams (SMWTs), cross-functional teams and virtual teams. The study aims at observing the relationship between SMWTs and job satisfaction (JS) within software development companies in Colombo district. SMWTs were observed through five dimensions namely planning and scheduling, assigning task of members, taking actions on problem, and working with suppliers & customers and making operating decisions. Likert scale was used to assess the five dimensions and also the degree of job satisfaction of employees. The study based on the primary data gathered from 100 team members within 10 software developing companies in Colombo district. Simple random sampling technique was used to select the sample. Results show that there is a positive moderate linear correlation between SMWTs, planning and scheduling, assigning task of members, taking actions on problem, and working with suppliers & customers with JS where as the correlation between making operating decisions and JS was weak. The study concluded that there can be several influencing factors for JS. Further, it was suggested that effective and efficient use of SMWT can increase job satisfaction.

Key words: Self managed work teams, Job satisfaction, Software developing companies