

Job Satisfaction and Organizational Performance (With Special Reference to Public and Private Banks in Badulla)

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Organizational performances reflect the degree of commitment of a business organization on its goals and the degree of efficiency in reaching their business goals. Hence the business organizations adapt every possible measures in optimizing the organizational performances. The Job satisfaction has been a quite repeated terminology the local and global business context as it is believed to be a driving force of higher business performances. The study aimed at assessing the relationship between job satisfaction and organizational performance in banking sector. Further, the study aimed at observing the differences in job satisfaction and organizational performance of between private and public sector banks in Badulla. The simple random sampling technique has been occupied within the study and 50 employees were interviewed from both private and public sector banks in Badulla. Both qualitative and quantitative methods have been used in analyzing data. The results indicated that there is a positive relationship between job satisfaction and organizational performance. Further, the results reveal that that the relationship of the private sector banks is strongly positive compared to the public sector banks in the Badulla District.

Key words: Job satisfaction, Organizational performances, Banking sector