

**THE IMPACT OF MOTIVATIONAL FACTORS ON
EMPLOYEE JOB SATISFACTION WITH SPECIAL
REFERENCE TO STATE BANKS IN COLOMBO URBAN
AREA**

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**THE IMPACT OF MOTIVATIONAL FACTORS ON EMPLOYEE JOB
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Abstract

The banking sector is playing a significant role in Sri Lankan economy. According to the increasing population and technological advancement the banking sector is booming rapidly. Especially the mobile banking activities, banking operations, deposit rates and loan facilities are increased very fast. So the employee's work load also increased day by day. The state banks are giving special motivation system to satisfy their employees to get maximum productivity. All motivation systems are designed to attracting, retaining and motivating people. In this context, the objectives of this research is to identify the relationship exists between the motivation factors and employee job satisfaction. The research sample selected from 80 bank employees in state banks. Stratified random sampling method was used to select the sample. Questionnaires and direct interviews were used to collect primary data whereas published articles and journals used as secondary data. Questionnaires consist of questions evaluating different factors such as personal information, existing motivation factors in state banks, other factors, and employee job satisfaction...etc. The data were analyzed through MINITAB and SPSS statistical Software packages to find the relationship between motivation factors and employee job satisfaction by regression analysis and correlation analysis. According to that, positive relationship

traced between motivation factors and employee job satisfaction in state banks. The above findings were in line with previous studies and supported with literature. With reference to the study results some valuable suggestions and remedies were provided to equip bank staff and enlighten senior management.

Keywords: Motivation factors , Employee job satisfaction, State Banks