

SELF MANAGED WORK TEAMS AND JOB SATISFACTION

(With special reference to Software developing companies in Colombo
District)

*This dissertation is submitted as a partial fulfillment of the degree of Bachelor of
Business Management in Entrepreneurship and Management*

Faculty of Management

Uva Wellassa University

Registration number: UWU/ENM/06/0025

Year 2006

ABSTRACT

SELF MANAGED WORK TEAM AND JOB SATISFACTION

(With special reference to Software developing companies in Colombo District)

Sanjeewa T.M.A¹., Jayawardhana A.A.K.K¹

Key Words: Self Managed Work Teams, Job Satisfaction

There are four most common types of teams and they are problem solving teams, self managed work teams (SMWTs), cross-functional teams and virtual teams. Most of software development companies are following the self managed work team concept. Only a few field studies have been conducted to evaluate the worth of SMWTs. This study examines how the tasks of SMWTs affect on job satisfaction in software development companies in Colombo district. It also examines the most significant task of SMWTs which affect on job satisfaction. Data was collected both on primary and secondary data sources. Primary data was collected using questionnaires which were given to each 10 team members of 10 software development companies located in Colombo district and the total sample size is 100. Simple random sampling technique was used to select the sample.

Results show that there is a moderate linear correlation on SMWTs, planning and scheduling, assigning task of members, taking actions on problem, and working with suppliers & customers with job satisfaction where as the correlation between making operating decisions and job satisfaction was weak. The association of

¹ Entrepreneurship & Management, Uva Wellassa University, Sri Lanka

SMWTs, planning and scheduling, taking actions on problem, and working with suppliers and customers with the job satisfaction are significant respectively.

The study concluded that there can be several factors affecting for job satisfaction than the SMWTs. Some of these factors are promotion, salary, supervision, working environment and age. Finally it was concluded that there is a positive relationship between SMWTs and the job satisfaction where planning and scheduling had higher correlation value with job satisfaction than that of the rest of tasks. Further, it was suggested that effective and efficiency use of tasks of SMWT can increase job satisfaction.