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IMPACT OF THE JOB SATISFACTION ON JOB PERFORMANCE OF TEMPORARY ACADEMIC STAFF

(SPECIAL REFERENCE TO UNIVERSITY OF KELANIYA, SRI LANKA)

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Paththini Gamage Tharaka Nuwanthi Perera

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This dissertation is submitted in partial fulfilment of the requirements for the degree of Master of Science in Operational Research.

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Declaration of candidate and supervisor

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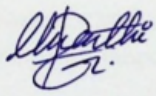
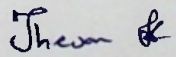
Signature  Date 24/09/2020

The above candidate has carried out research for the Masters dissertation under my supervision.

Name of the Supervisor: Dr. Thesara Jayawardane

Signature of the supervisor:  Date: 24/09/2020

Abstract

Job satisfaction and job performance are the important phenomenon in human resource management in present world. The problem of this research is to find-out whether there is an impact on job satisfaction and dimension on job performance of the temporary employees working in the academic field of Sri Lanka. It will also investigate the relationship between the dimension of job performance and job satisfaction of the respondents as well as conduct a cross check of whether the former influences latter positive or negative in the long run. The research has been known for using a research framework with a pragmatic world view with survey strategy. This study has selected samples using stratified random sampling method and sample size has calculated using Taro Yamane method. 250 temporary academic staff members of the University of Kelaniya has been selected as the sample. This research is based on the analysis of primary data and data collected through structured questionnaire which was developed based on measurements to find results to the research problem by analyzing the previous researches. The data analysis process includes number of methods such as frequency, reliability, descriptive, regression and correlation. The sub component named learning environment highly contributed towards the job satisfaction while the evaluation system is the lowest contributing factor for the variable named job satisfaction. Communication between the university and employees is the most affected component on the job performance while the learning environment becomes the second important component. Need of the employees are the third important component and the emotional satisfaction about the job is the least important component while the evaluation system is not affected significantly. Research has found that there is high impact of job satisfaction on job performance of temporary academic staff.

Key words: Academic staff, Job Performance, Job satisfaction, Temporary employees

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List of abbreviations

Abbreviation	Description
SM	Emotional satisfaction about the job
SL	Learning environment
SN	Need of the employees
SC	Communication between the company and employees
SE	Evaluation system
PMT	Motivation
PP	Working environment
PJ	Job Design
PSC	Stress and work load

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