

Impact of Job Satisfaction on Job Performance of Administrative Staff of State Universities in Sri Lanka

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The research problem addressed in this study was to investigate the extent to which job satisfaction affect job performance of the administrative staff in state universities in Sri Lanka. The administrative staff of state universities in Sri Lanka was considered as the population for this study. Sample size was limited to 125 administrative officers which were selected from the state universities. Kaiser- Meyer-Olkin measure of sampling adequacy and Bartlett's test was used to measure the validity of the sample size. Chronbach's Alpha value was used to measure the reliability of the variables. Primary data was collected through administering a questionnaire. Univariate, Bi- variates techniques, Multivariate Regression, Hypothesis Testing and Factor Analysis were used to analyze the data. All the dimensions of job satisfaction except remuneration, yielded a higher mean than the average. Positive correlations are existing between the dependent variable; job performance, and the independent variable; job satisfaction ($r = 0.471$, $P = 0.000$). Further Positive correlations are existing between the dependent variable; job performance, and all the other dimensions of the job satisfaction except remuneration. The results correlation analysis revealed that all the dimensions of job satisfaction can positively contribute towards job performance except remuneration. Therefore, a considerable attention should be paid to improve the dimensions of job satisfaction such as work itself, working conditions, social factors and supervision to improve the job performance of the administrative staff within the state universities for long-term success of the higher education sector in Sri Lanka.

Keywords: Job Performance; Job Satisfaction