

Factors Influencing Job Satisfaction of the Employees in the Department of Animal Production and Health in Sri Lanka

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Abstract

The Department of Animal Production and Health (DAPH) is the main technical service providing organization that is responsible for ensuring the availability of quality foods of animal origin according to the demand of the country. According to the pilot study, most of the employees were shown higher job dissatisfaction and there were some lapses in production performances of the department when it came from 2018 to 2019. And also it could observe that the reporting to the duty of the officers was less than the recruitment in recent years according to the department data. Therefore, this study examines the factors influencing the job satisfaction of the employees in DAPH. This is an explanatory, basic quantitative type, cross-sectional study and job satisfaction was the dependent variable and nature of work, superior attitude, co-workers attitude, communication network, contingent rewards, pay and remuneration, operating conditions, promotion opportunities were the dependent variables. A sample of 200 veterinary surgeons and livestock development officers in the DAPH, Sri Lanka was randomly selected using a questionnaire. According to the descriptive analysis, nature of work, supervisor attitude, coworkers' attitude and communication network were at the satisfactory level while contingent rewards, pay and remuneration, operating conditions, promotion opportunities were at the dissatisfactory level. The results of the correlation analysis revealed that the nature of the work, superior attitude, co-workers' attitude, communication network, contingent rewards, pay and remunerations, promotion opportunities have strong positive effects, whereas operating condition has a weak positive effect on job satisfaction. Thus, the decision-makers should take steps to do the appropriate changes for the nature of work, contingency rewards, pay and remuneration of veterinary surgeons and livestock development officers.

Keywords: Communication network, coworkers' attitude, job satisfaction, nature of work, superior attitude