

# Factors Affecting on Job Satisfaction in Garment Sector: A Case Study in Hirdaramani Group (Pvt) Ltd, Kuruwita

**G.A.H. Galahitigama\*, H.H.S.U. Sandaruwan, G.D.T.M. Senevirathna, M.I. Dilhani, A.Y.S.L. Silva and H.M.R. Hennayaka**

*Faculty of Agriculture, University of Ruhuna, Sri Lanka*

Job Satisfaction is a major factor which affects the productivity and efficiency of the factory as well as the organization. 85% of employees are terminated from their jobs due to less job satisfaction in the garment sector. Most of those employees are less satisfied about some situations in the factory such as compensations, leave and holidays, working conditions and personal conditions in the garment sector. With the main intention of studying the socio economic factors which are affecting job satisfaction in the garment sector, a case study was carried out with 58 employees in Hirdaramani (Pvt) Ltd, Kuruwita. They were selected from simple random sampling and the data collection was done with the help of a structured questionnaire as well as using secondary sources. Results showed that most of the employees in the factory are males and they hold the top posts in the factory as well. In addition the majority of employees are married and educated with more than Ordinary Level. Also with both the experience of employees and the distance from the factory is increased, the number of employees in the factory declines. It means that most of the employees' job satisfaction is low and turnover is high. Wilcoxon analysis of several data obtained through the survey showed that the significantly affecting various factors ( $p < 0.05$ ) to the job satisfaction of the employees in the factory as well. Out of all those factors, negatively and positively affecting factors are separated using mean values [ $\mu = (-)$  means negative,  $\mu = (+)$  means positive] which are taken from the whole selected sample. Pearson correlation analysis [Bold values - significant at the 0.01 level, *italic* value - significant at the 0.05 level] showed that the degrees of contribution of each factors under Compensation, Welfare and Facilities, Leave and Holidays, Training and Development, Working Conditions and Personal Factors with the descriptive analyzed factors such as age, gender, income, expenditure, education level. It was concluded that some factors are related to the job satisfaction and some factors are less related to the job satisfaction. At the end, some recommendations are put forward.

**Keywords:** *Job satisfaction, Socio-economic factors, Pearson correlation analysis*