

**THE IMPACT OF EMPLOYEE BENEFITS, PROCEDURAL
JUSTICE, AND MANAGERIAL TRUSTWORTHINESS ON
WORK ATTITUDES**

**(SPECIAL REFERENCE WITH NATIONAL WATER SUPPLY &
DRAINAGE BOARD, PUTTALAM)**



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ABSTRACT

The realization of organizational objectives is in most cases achieved through the human resource asset and there is need therefore to enhance the job satisfaction and commitment of employees to the organization. Hence, identification of all possible factors that increase employee job satisfaction and commitment are most important. Indeed the employee benefits, procedural justice, and managerial trustworthiness are important elements of human resource management.

In Sri Lankan context, there are very lack of empirical studies have been conducted with the impact of employee benefit, procedural justice, and managerial trustworthiness on work attitudes of employees of public sector organizations. This situation creates an empirical knowledge gap regarding the impact of employee benefits, procedural justice, and managerial trustworthiness on work attitudes of employees of public sector organizations. Hence, this study attempts to fill this knowledge gap.

This research is limited to National Water Supply & Drainage Board in Puttalam. Total of 150 questionnaires were distributed to employees in National Water Supply & Drainage Board. The data were analyzed using by descriptive analysis, Pearson correlation, simple and multiple regression analyses with the support of Statistical Package for Social Science (SPSS 22).

The results show that the level of employee benefits, procedural justice, managerial trustworthiness, and work attitudes (job satisfaction and organizational commitment) are in high levels in selected organization. Overall finding from this study is identified that, there is a strong positive relationship between employee benefits, procedural justice, managerial trustworthiness, and work attitudes in National Water Supply & Drainage Board. Lastly, the regression analysis between employee benefits, procedural justice, and managerial trustworthiness and work attitudes indicated that 39.2% of total variance of work attitudes is explained by employee benefits, procedural justice, and managerial trustworthiness in National Water Supply & Drainage Board. Hence, there are some policies would be developed to enhance the Employee Benefits, Procedural Justice, Managerial Trustworthiness to achieve the Work Attitudes in National Water Supply & Drainage Board in Puttalam.

Keywords: *Employee Benefits, Procedural Justice, Managerial Trustworthiness, Work Attitudes*

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