

**THE IMPACT OF REWARDS ON EMPLOYEES' JOB PERFORMANCE:
THE MEDIATING ROLE OF JOB SATISFACTION IN APPAREL FIRMS IN
TRINCOMALEE**



By

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REG NO: EU/IS/2014/MS/11

INDEX NO: MS 1661



Project Report
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A project report submitted to the Faculty of Commerce and Management, Eastern University, Sri Lanka, as a partial fulfillment of the requirement for the Degree of Bachelor of Business Administration (BBA).

**DEPARTMENT OF MANAGEMENT
FACULTY OF COMMERCE AND MANAGEMENT
EASTERN UNIVERSITY, SRI LANKA**

2019

ABSTRACT

This study investigates the impact of rewards on employees' job performance: the mediating role of the job satisfaction in apparel firms. This study was implemented with of four dimensions of extrinsic reward namely pay, bonus, benefit, promotion, four dimensions of intrinsic reward namely recognition, career advancement, learning opportunity and responsibility. And job performance is as the dependent variable. Job satisfaction functioned as a mediator between the two variables. This study eliminates the empirical knowledge gap in the Trincomalee area regarding this topic. Using a structured questionnaire the data was collected from 279 non managerial employees in apparel firms. And the collected data was analyzed by using descriptive statistics, correlation, mediating analyses.

The findings reveal that the rewards and job performance are in high level among the respondents. And job performance also high level among the respondents. The analyses stated the positive relationship between the rewards and job performance, the strong positive relationship between the rewards and job satisfaction and the positive relationship between job performance and job satisfaction. Job satisfaction has been found to cast a partial mediating effect on the relationship between rewards and job performance.

Keywords: *Extrinsic Reward, Intrinsic Reward, Job Satisfaction and Job Performance*

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