

**A Study on Effect of Core Job Characteristics on Job
satisfaction of Managerial level employees in State banks in
Batticaloa District**

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Project Report
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Abstract

Core job characteristics of job such as skill variety, task identity, task significance, autonomy and feedback is also important because it intrinsically satisfy the employees through three psychological states such as, experience meaningful, experience responsibility and knowledge about results. Even though one job has high pay, good working condition, good leadership, supervision, but employees dissatisfied with their job due to lack/absence of core job characteristics. Therefore, this research was conducted to examine the effect of core job characteristics on job satisfaction for that purpose state banks in Batticaloa district was selected.

For this purpose of finding out the effect of core job characteristics on job satisfaction, the researcher considered eight variables as conceptualization. These are skill variety, task identity, task significance, autonomy and feedback for core job characteristics and experience meaningful, experience responsibility and knowledge about results for job satisfaction. The information for knowing the effect of core job characteristics on job satisfaction has been collected through the structured questionnaire, issued to 94 managerial employees of all state banks in Batticaloa district.

This study found moderate level of job satisfaction due to moderate level core job characteristics in state banks, Batticaloa district. From these core job characteristics skill variety, autonomy and feedback is in moderate level and task identity & task significance is in high level due to this, experience meaningful is in high level, experience responsibility and knowledge about results is in moderate level. It is concluded that the core job characteristics has to improve in state banks. Therefore, the ultimate purpose of study is to find effect of core job characteristics on job satisfaction in state banks, remedies and strategies to improve the core job characteristics.

TABLE OF CONTENTS

	Page No
Acknowledgement	I
Abstract	II
Table of Contents	III
List of Tables	VIII
List of Figures	X
01. Chapter 01- Introduction	01
1.1 Background of the study	01
1.2 Problem statement	02
1.3 Research Question	02
1.4 Objectives of the study	03
1.5 Significant of study	03
1.6 Limitations Of the study	03
1.7 Summary	03
02. Chapter 02- Literature Review	04
2.1 Introduction	04
2.2 Job Design and Job Characteristics	04
2.2.1 Approaches to Job Design	05
2.2.2 Conceptual frame work for analyzing job	09
2.2.2.1 Task characteristic theories	09
2.2.3 Guidelines for redesigning jobs	15
2.3 Job satisfaction	17
2.3.1 Definition of job satisfaction	17
2.3.2 Importance of job satisfaction	18
2.3.3. Theories of job satisfaction relates to job characteristics	18
2.4. Past researches relates with core job characteristics	19
2.5 Summary	20

03. Chapter 03- Conceptualization and Operationalization	21
3.1 Introduction	21
3.2 Conceptualization	21
3.2.1 Skill variety	22
3.2.2 Task identity	22
3.2.3 Task significance	22
3.2.4 Autonomy	22
3.2.5 Feedback	22
3.2.6 Experience meaningful	22
3.2.7 Experience responsibility	22
3.2.8 Knowledge of results	23
3.3 Operationalization	23
3.4 Summary	26
04. Chapter 04- Methodology	27
4.1 Introduction	27
4.2 Study setting and study design	27
4.2.1 Study setting	27
4.2.2 Study design	27
4.3 Sample size and framework	28
4.3.1 Sample size	28
4.3.2 Sampling framework	28
4.4 Method of data collection	28
4.4.1 Primary data	29
4.4.1.1 Structure of questionnaire	29
4.4.2 Secondary data	30
4.5 Data Presentation	31
4.6 Data Analysis	31
4.7 Method of Data Evaluation	31
4.8 Summary	32

05. Chapter 05- Data Presentation and Analysis	33
5.1 Introduction	33
5.2 Personal information	33
5.2.1 Name of the institution	33
5.2.2 Designation	34
5.2.3 Years of experience	34
5.2.4 Gender	35
5.2.5 Marital status	35
5.2.6 Age group	35
5.2.7 Educational qualification	36
5.2.8 Monthly income level	36
5.3 Research Information	37
5.3.1 Skill variety	37
5.3.2 Task identity	38
5.3.3 Task significance	39
5.3.4 Autonomy	40
5.3.5 Feedback	41
5.3.6 Experience meaningful	42
5.3.7 Experience responsibility	43
5.3.8 Knowledge of results	44
5.4 Overall analysis	45
5.4.1 Overall level of core job characteristics	46
5.4.2 Overall level of job satisfaction	46
5.4.3 Overall level of core job characteristics & job satisfaction	47
5.4.4 Name of the institution with overall	
Core job characteristics & job satisfaction	49
5.4.5 Designation with overall	
Core job characteristics & job satisfaction	49
5.4.6 Years of experience with overall	
Core job characteristics & job satisfaction	50

5.4.7 Gender with overall	
Core job characteristics & job satisfaction	51
5.4.8 Marital status with overall	
Core job characteristics & job satisfaction	52
5.4.9 Age group with overall	
Core job characteristics & job satisfaction	52
5.4.10 Educational qualification with overall	
Core job characteristics & job satisfaction	53
5.4.11 Monthly income level with overall	
Core job characteristics & job satisfaction	54
5.5 Summary	55
06. Chapter 06- Discussion	56
6.1 Introduction	56
6.2 Discussion on Personal information with research information	56
6.2.1 Name of the institution	57
6.2.2 Designation	57
6.2.3 Years of experience	58
6.2.4 Gender	58
6.2.5 Marital status	59
6.2.6 Age group	59
6.2.7 Educational qualification	59
6.2.8 Monthly income level	60
6.3 Discussion on Research Information	60
6.3.1 Discussion on skill variety	61
6.3.2 Discussion on task identity	62
6.3.3 Discussion on task significance	62
6.3.4 Discussion on autonomy	63
6.3.5 Discussion on feedback	64
6.3.6 Discussion on experience meaningful	65
6.3.7 Discussion on experience responsibility	66

6.3.8 Discussion on knowledge of results	66
6.3.9 Discussion on core job characteristics and job satisfaction	67
6.4 Summary	68
07. Chapter 07- Conclusions and Recommendation	69
7.1 Introduction	69
7.2 Conclusion	69
7.3 Recommendation	70
7.4 Implication of this study	72
7.5 Summary	73
Appendices	
References	XI
Appendix 1- Survey Questionnaire	XIV