

**THE EFFECTS OF CAREER PLATEAUING ON THE JOB
SATISFACTION OF EMPLOYEES
SPECIAL REFERENCE TO THE BRANDIX CASUAL WEAR (PVT)
LTD.**

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Abstract

The purpose of this study is to determine if Career Plateauing make an effect on job satisfaction. Job satisfaction is included in the organizational behavior and human resource management that organization can use as a measuring criterion in the point of view of its employees. Various job satisfaction methods have indicated that the willingness of employees to work in the organization and also answer the question of how long they might be employing for the particular organization until their retirement age or with out being terminated.

Here Objectives are to find out whether a good C.P. system is working in the Brandix Casual Ware (pvt) Ltd. And identify the factors that contribute to C.P. in Organization.

Explains the effects of the three variables (performance, internal politics and balanced life-style) to the phenomenon of career plateauing. These three variables have been identified as major sources of career plateauing and also effect equally on employee careers towards plateauing.

The data from the sample is collected through questionnaires. The questionnaire was handed over to all employees, from line staff (machine operators, line supervisors, and line quality checkers to top management (managing directors, general manager, and Human resource manager). Given the linguistic duality of the population consulted, two versions were designed; bilingual experts rechecked one in Sinhalese and the other in English, and the two versions in order to ensure that the questions had the same meaning in both languages.

The participants included fifty employees from Brandix Casual Wear (Pvt.) Ltd., and the data were collected through a questionnaire. The results indicated a non-significant relationship between Career Plateauing and balanced life-style where as the variables related significantly.

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