

**IMPACT OF EMPLOYEE REWARDS ON EMPLOYEE'S JOB
SATISFACTION IN SRI LANKA INSURANCE COMPANIES IN
MANMUNAI NORTH DIVISIONAL SECRETARIAL DIVISION,
BATTICALOA**



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ABSTRACT

Rewards always play an important role in organization's growth and better performance. This study examines the impact and relationship of intrinsic and extrinsic rewards on job satisfaction, a case of insurance company's employees in Manmunai north divisional secretarial division.

The data was collected from 100 employees who are working in different insurance companies in Manmunai north divisional secretarial division-Batticaloa. Standardized questionnaire was used to collect data. These data were presented and analyzed by using statistical tools. Results showed positive trends in all variables. The researcher found that there is a positive relationship between employee rewards and employees' job satisfaction. Extrinsic rewards have comparatively more relationship than intrinsic rewards with employees' job satisfaction. The results of regression analysis showed that job satisfaction is more dependent on extrinsic rewards as compared to intrinsic rewards.

I have reached the conclusion that high level of rewards leads to high level employee job satisfaction. I hope this research would benefits to the insurance sector as well as other organization. Eventually I believe that this research would provide me and my fellows an awareness to develop our knowledge in applying theories.

Key words: Job satisfaction, intrinsic rewards and extrinsic rewards.

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