

**THE IMPACT OF PERCEIVED ORGANIZATIONAL SUPPORT
ON JOB SATISFACTION OF ACADEMIC STAFF IN EASTERN
UNIVERSITY, SRI LANKA**



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Abstract

In Sri Lanka, the higher education industry is growing and Universities are considered as the key players in the industry. In producing performance of a university, Academic staff plays a critical role of a University since they directly involve and drive the key roles of the University. Job Satisfaction of the Academic Staff play a major in determines the job performance of the Academic Staff. In this context, several studies suggested that when employees perceive their Organization highly values their contribution and cares about them as individuals, its leads improve the Job Satisfaction of the employees.

An empirical knowledge gap was observed regarding the impact of Perceived Organizational Support on Job Satisfaction of Academic Staff in Eastern University, Sri Lanka. Therefore, in order to fill this empirical knowledge gap, this study was carried out with the objectives of find out the levels of Perceived Organizational Support and Job Satisfaction, identify the relationship between Perceived Organizational Support and Job Satisfaction and identify impact of Perceived Organization Support on Job Satisfaction of Academic Staff in Eastern University, Sri Lanka. The data of this study have been collected from 141 Academic Staff in Eastern University Sri Lanka through structured questionnaire. Disproportionate stratified sampling method was used. The data were analyzed with univariate and bivariate analyses using SPSS 19.0.

The findings of the study suggested that there is a high level of Perceived Organizational Support provided to the Academic Staff by the University and Academic Staff of the University highly satisfied with their job. And also findings of the study stated that there is strong positive relationship between Perceived Organizational Support and Job Satisfaction. Further, the findings reveal that perceived Organizational Support has a significance impact on Job Satisfaction of the Academic Staff. This study suggested that University can improve the job satisfaction of Academic through enhance the perceived organizational support. This study also discusses the implications for practice and future research.

Key Words: Perceived Organizational Support, Job Satisfaction, Academic Staff

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