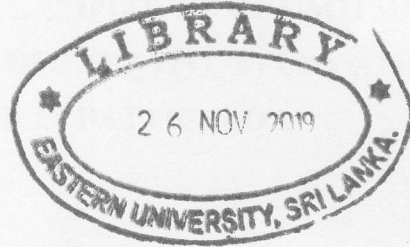


**THE IMPACT OF EMPLOYEE PARTICIPATION
ON JOB SATISFACTION, EMPLOYEE COMMITMENT
EMPLOYEE PRODUCTIVITY: COMPARATIVE STUDY AMONG THREE
DS DIVISION IN BATTICALOA**



By

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REG NO: EU/IS/2013/MS/19

INDEX NO: MS 1549



**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).**

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FACULTY OF COMMERCE AND MANAGEMENT

EASTERN UNIVERSITY, SRI LANKA

2019

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ABSTRACT

Every organization's most important resource is the human resource. Employee participation is an important part of public and private organizational performance in order to retain qualified employees. Because employee productivity, employee commitment, and job satisfaction is basically depending on the effective participation of the workforce. Therefore, the aim to conduct this study is to identify the employee participation impact on job satisfaction, employee commitment and employee productivity. There are four variables used in this study which are employee participation (independent variables), job satisfaction, employee commitment and employee productivity (dependent variable).

This study is mainly considers primary data. The primary data were collected through closed structure questionnaire from 150 respondents in Batticaloa District, three DS division. The collected data was analyzed by using univariate, correlation and simple linear regression analysis.

Based on the findings of this study, it concluded that employee participation not only an important determinant of job satisfaction components. Increasing employee participation will have a positive impact on employee's job satisfaction, employee commitment and employee productivity. Naturally increasing employee participation is a long-term process, which demands both attention from management side and initiative from the employee side. Therefore, employee participation positively and significantly influence and related on job satisfaction, employee commitment and employee productivity/performance.

Consequently, these research findings have provided some useful insight and feedback to employees, all public and private organization in Sri Lanka to improve and understanding how employee participation impact on employee attitudes in the future.

Keywords: *Employee participation, Job satisfaction, Employee commitment, Employee productivity/performance and employees*

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