

Abstract

A study is used to discuss the factors influencing on job satisfaction of Sri Lanka naval sailors. A convenience sampling of all sailors of Sri Lanka Navy (assigned to Trincomalee harbour Defence Unit) was used. Participation was voluntary; the response rate was ten percent, N=47 (population size was 468). The survey utilized a five - point Likert scale that ranged from 5 (strongly agree) to 1 (strongly disagree). Data analysis was done with the use of Statistical Packages of the Social Science (SPSS) and MS Excel software only. Only the essential findings have been summarised in this report. Multiple regression and chi-square analysis was used to define the connection among the dependent factor and the independent factors. Multiple regression analysis was performed to define which among the predictor factors involved most to job satisfaction of sailors in Sri Lanka Navy. The significance level was fixed at 0.05. Research found that job satisfaction is accounted by variation in the 3 motivation aspects specifically, Job Security, Welfare, intrinsic factors within the Sri Lanka Navy. It also found a correlation among high job Security and intrinsic factors with job satisfaction. Further, welfare factors are also influenced to develop job satisfaction. It is recommended to analyse the training need and deliver correct training at correct time; the way of managing the sailors by Sri Lanka Navy, its scope to raise the Sri Lanka Navy's determination towards a greater level in terms of ethics; to increase Sailor Job Motivation factors of compensation, sailor communication with Sri Lanka Navy, reduce PCS moves (relocations), clear, defined career path, improved family support and acceptance of the change to a neutral career; enliven the Management Continuum including introduce MBA, HR programmes for Sri Lanka Navy management, publicise sailor motivators and more effective communications.

Key words:- Intrinsic factors, Job security factors, welfare factors, Harbour Defence Unit