

A Study on the Relationship Between Employee Perceived Autonomy and Job Satisfaction of Remote Employees

PD Karunaratne

Chartered Institute of Personnel Management, Sri Lanka

dumindashc@gmail.com

The extant literature on the determinants of job satisfaction of the employees working from home/remote employees has mainly discussed from a strategic perspective, with little research exploring employee perceived autonomy and its relationship with the remote employees' job satisfaction. Perceived autonomy is considered to result in higher levels of job satisfaction. In consistence with this stream of research, this study aims to identify the relationship between perceived autonomy and the job satisfaction of remote working employees. For this purpose, data were collected through a five-point Likert scale measurement survey questionnaire from a sample of 92 employees of a leading organization in the financial services providing industry in Sri Lanka. The correlation coefficient was applied to understand the relationship between variables. A positive relationship between employee perceived autonomy and job satisfaction of remotely working employees was identified from the findings. Hence the study contributes to the literature by providing a differentiated insight into the relationship between perceived autonomy and job satisfaction. Theoretical and managerial implications followed by limitations and recommendations for future research have also been discussed in this paper.

Keywords: *job satisfaction, perceived autonomy, remote working*