

**MILLENIALS'S CHARACTERISTICS AND THEIR JOB SATISFACTION:
A STUDY ON SAILORS AT SRI LANKA NAVY**

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ABSTRACT

Human resource management is a very important function of contemporary era of human resource management. Sri Lanka Navy is a premier military organization which regularly exercises the effective usage of human resource. Since its inception, it has been continuously recruiting men and women to carry out their primary role, which is simply the protection of the country. Sri Lanka Navy human resource function is compromised with different generations of employees. It is very challenging for human resource managers to manage millenials employees. The study focused to identify the millenials characteristics which influence on the job satisfaction among sailors of SL Navy. Researcher has identified independent variables of professional ability, personal qualities, mental qualities and administrative ability. Research was conducted according to the deductive approach and researcher has gathered primary data by allocating the questionnaire among the millennial sample of 400 sailors in Sri Lanka Navy. Reliability analysis indicated that the research questionnaire is reliable and validated to continue the study. Further, author has investigated the relationship between dependent and independent variables of the study. Pearson correlation analysis indicated the moderate and strong significant relationships between identified independent and dependent variables. According to the regression analysis, R- Square value of the analysis was .807 and it indicated that the identified independent variables of administrative ability, mental qualities, personal qualities and professional qualities influence on job satisfaction of sailors of Sri Lanka Navy by 80.7 percent. Also, researcher emphasized the significant and positive association between identified variables. Therefore, it can be concluded that the professional ability, personal qualities, mental qualities and administrative ability, and significantly influenced on the job satisfaction of sailors of Sri Lanka Navy.

Keywords: Professional Ability, Personal Qualities, Mental Qualities, Administrative Qualities, Job Satisfaction