

**AN EMPIRICAL STUDY ON THEIR RELATIONSHIP
BETWEEN JOB ATTITUDES AND JOB PERFORMANCE OF
SAMURDHI MANAGERS IN THE EASTERN PROVINCE OF
SRI LANKA**

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**A RESEARCH SUBMITTED TO THE UNIVERSITY OF SRI
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THE REQUIREMENT FOR THE DEGREE OF MASTER OF
SCIENCE IN MANAGEMENT**

The work described in this research was carried out by me under the supervision of Ms.Geetha Tharangani and Ms Champa Batagoda and a report on this has not been submitted in whole or in part to any university or any other institution for another degree or Diploma

Yours sincerely


.....

V.Anputhasan

Date.....

I/we certify that above statement made by the candidate is true and that this research is suitable for submission to the university for the purpose of evaluation

.....

Date.....

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Researcher

ABBREVIATIONS

DV	Dependent variable
GDP	Gross Domestic Product
GNP	Gross National Product
IV	Independent variable
JP	Job performance
JS	Job satisfaction
OC	Organisational commitment

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ABSTRACT

Purpose of the study was to investigate the relationship between the job attitudes and the job performance of Samurdhi managers in the eastern province of Sri Lanka. The objectives were set to find out whether the independent variables- job satisfaction and organizational commitment- affect the job performance of Samurdhi managers individually and jointly. The other job attitude- job involvement- was excluded from the study. The other objectives were also set to find out how the ethnicity, age and gender of Samurdhi managers influence the independent variables- Job satisfaction and organizational commitment and in turn how this influence on the independent variables affects the dependent variable job performance,

100 Samurdhi managers were taken as the sample from the eastern province. The selected districts were Batticaloa, Ampara, and Trincomalee. But only 79 questionnaires were collected. To investigate this, a quantitative, single cross-sectional study was conducted using a set of standard questionnaires on the selected sample ($n = 79$).

The analysis was done under four heading which were Ethnicity Wise Analysis, Age Group Wise Analysis, Gender wise Analysis and Overall Analysis

Age group 20-30 gave a different result. In this age group there was no any significant relationship between the independent variable and dependent variables. On the other hand in

the age group 40-50 the result was different. Here both correlations were positive, significant and strong. Among the Muslim Samurdhi managers there was no any significant relationship between organizational commitment and job performance.

In the overall analysis it was found that the correlation between job satisfaction and job satisfaction was 0.449 when P was 0.000 at 1% level, and the correlation between organizational commitment and job performance was 0.367 when P was 0.000 at 1% level. It is also observed from simple regression analysis that only 20.2% of variance was explained by job satisfaction and only 13.5% variance in job performance was explained by the organizational commitment at the same time multiple regression analysis indicates these two variables explained only 21% variance in job performance. Therefore all alternative hypotheses were accepted and null hypotheses were rejected. Even though a positive relationship exists between these independent variables and the dependent variable the relationship is seen as a weak relationship.

The two independent variables such as job satisfaction and organizational commitment were responsible for the 21% of the variation in the job performance. At the same time 79% of the variation was unexplained by these variables. Actually other variables which were not taken in to consideration in this study should be the variables that may account for the unexplained variation in the job performance.

When compared with organizational commitment the job satisfaction was the strong prediction of the model which explained 20.2% of the variation in the job performance.