6BUSS012C.2 Contemporary Issues in Business Management

Influence of role clarity, Job autonomy and Job stress on Job satisfaction among non-managerial workers in the apparel sector in Sri Lanka

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Abstract

The apparel sector in Sri Lanka is a significant contributor to the country's economy, and non-managerial workers form a substantial portion of its workforce. This study aims to investigate the influence of role clarity, job autonomy, and job stress on job satisfaction among non-managerial workers in the apparel sector in Sri Lanka.

The study adopts a quantitative research approach and collects data from a sample of non-managerial workers employed in the apparel sector through a structured questionnaire. The survey measures the variables of role clarity, job autonomy, job stress, and job satisfaction using established scales from existing literature.

The findings of the study reveal that role clarity has a positive and significant influence on job satisfaction among non-managerial workers in the apparel sector in Sri Lanka. Employees who have a clear understanding of their roles and responsibilities are more likely to be satisfied with their jobs. Additionally, job autonomy is found to be positively associated with job satisfaction, indicating that employees who have autonomy in their work tend to experience higher levels of job satisfaction.

However, job stress is found to have a negative and significant influence on job satisfaction. Non-managerial workers who experience higher levels of job stress are likely to have lower job satisfaction. This suggests that job stress is a critical factor that can negatively impact the job satisfaction of non-managerial workers in the apparel sector.

The findings of this study provide valuable insights for policymakers and managers in the apparel sector in Sri Lanka to enhance job satisfaction among non-managerial workers. By promoting role clarity and job autonomy, and reducing job stress through appropriate interventions, organizations can create a more conducive work environment that promotes job satisfaction among their non-managerial workforce.