

The Relationship Between Underemployment and Job Satisfaction of Commercial Bank Employees (Evidence from Nuwaragama Area Anuradhapura District)

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Abstract

This study examined the relationship between underemployment and job satisfaction of domestic commercial bank employees. The purpose of this study is to determine how the employees of the banking sector perceived themselves as underemployed for the job they currently assigned and its impact on their job satisfaction. To find the result of this study the related data was collected by filling self-administered questionnaires as one of the primary data collection methods by the selected population's sample of 154 employees. Of the selected sample 131 questionnaires were completed and usable for this study. Correlation and regression analysis was performed to test the hypothesized relationship. Employees perceived overqualification has become an important topic in the world of work most specifically in the domestic commercial bank sector. The research study will take a hard look by the primary reason for lack of acceptability due to over-education or under-utilisation of knowledge, skill, and abilities within the work place. Findings of the study indicated that underemployment was negatively related to job satisfaction. For the commercial bank sector employees in Nuwaragama area Anuradhapura district were selected as the interest of the population to find the result of the study. On the basis of these findings, managerial implications of the study and future research directions were highlighted.

Keywords: Underemployment, Job satisfaction, Over-qualification, skill under-utilization, Employees, Commercial banking sector