

DECLARATION

**IMPACT OF FACTORS INFLUENCING ON JOB  
SATISFACTION AND EMPLOYEE ENGAGEMENT IN  
CONTRACTUAL EMPLOYMENT WORK  
IN A LOGISTICS COMPANY**



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**PERMANENT REFERENCE**

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## ACK ABSTRACT

This study was conducted with the aim of recognizing how supply of contractual labour is affected by different factors in a selected logistics service providing organization in Sri Lanka. The author of the present study has developed a study model which includes three independent variables, a mediating variable, and a dependent variable. The study followed the quantitative technique and primary data was gathered using a questionnaire distributed among 234 employees of the selected sample of the study. The sample represented outsourced/contractual employees of the selected company. The three independent variables of the model are 'employee benefits', 'job security', and 'work conditions. The mediating variable is recognized as 'job satisfaction'. The statistical data analysis has shown that only two independent variables (employee benefits, and job security) are having a significant relationship with the level of employee engagement in contractual employment. Further, the Sobel test showed that 'employee benefits', and 'job security' are significantly mediated by 'job satisfaction' to their relationship with 'employee engagement' of contractual labour.

**Key Words:** Employee Benefits, Job Security, Work Conditions, Job Satisfaction, Employee Engagement in Contractual Employment