

## **Impact of Workplace Environment on Job Satisfaction: With Special References to University of Kelaniya**

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A satisfied, happy and productive employee is the biggest asset of any organization. Earning such an employee is a challenge for contemporary organizations. As satisfied and motivated employees lead to the effectiveness and productivity of any organization, employers attempt to create a 'good workplace environment' to overcome afore mentioned challenge. A 'good workplace' indicates low levels of employee stress, employee appraisal systems and safe working environment. More scholarly work is required to examine if there is a relationship between a 'good workplace environment' and employee satisfaction. The objective of this study was to measure the impact of workplace environment on job satisfaction of the non-academic staff members of the University. This study was conducted in the University of Kelaniya and collected data through a close-ended questionnaire using random sampling technique from the nonacademic staff members of the University (n = 210). The linear regression analysis to test the impact of workplace environment on job satisfaction suggested that  $R^2 = .731$  and adjusted  $R^2 = .729$  when the p value was .02. Hence, it can be concluded that there is an impact of workplace environment on job satisfaction. This study suggests that a conducive and properly designed user-friendly physical workplace environment is a necessity and the organizational success and significant effects of employee satisfaction are caused by a 'good working environment'.

**Keywords:** Workplace environment, Job satisfaction, Non - Academic staff, Employee efficiency, Working behaviors