

Perceived Supervisor Support on Job Satisfaction (With Special Reference to Healthcare Sector Employees)

B.H.M.M.T. Herath*, U.W.G.Y.E. Jayawickrama

¹University of Peradeniya, 20400, Sri Lanka

**theranga.92@gmail.com*

Healthcare organizations are the most important social systems in which human resources are the wealth and central factor. When employees have a negative perception of their organization, they will leave the job or work carelessly. So, employees' job satisfaction is highly important for the success of the healthcare industry. The satisfaction that people receive from their work has been the subject of study for many researchers and, numerous academics have studied the factors that affect job satisfaction. The perceived supervisor support brings improvements to the employees' physical and mental capabilities in performing their daily routines. There are, however, few studies that examine the relationship between perceived supervisor support and job satisfaction, particularly in the healthcare sector. Hence, the objective of the study was to investigate the impact of perceived supervisor support on job satisfaction with special reference to the non-executive employees at a private hospital. This study adopted quantitative methodology to achieve the aim of the study and deductive approach was used as the research approach of the study. The survey strategy was used as it is associated with the deductive approach. One hundred seventy-eight non-executive employees were selected using a simple random sampling technique. Primary data was collected through a self-administered questionnaire. Job satisfaction was measured using the 12- items scale developed by Alemnew (2014) & perceived supervisor support was measured using the 8-items scale developed by Vann (2017). A simple linear regression analysis was conducted and, the results revealed that perceived supervisor support positively impacts job satisfaction. According to the study findings, maintaining healthy relationships, lowering workplace stress, preserving job happiness, and creating a favorable work atmosphere are all important. This study was limited only to an organization in the healthcare sector. Therefore, future researchers might concentrate on different organizations and conduct their research. Additionally, this study only allows for quantitative analysis, freeing up researchers to concentrate on qualitative analysis.

Keywords: Perceived supervisor support, Satisfaction, Non-executive employee