

Factors influencing employee's job satisfaction: a case of GSM Group of Companies, Dar es Salaam.

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The study intended to assess the factors that influence employee job satisfaction with the case study being GSM group of companies, Dar es Salaam. The study had a total of three objectives namely; 1) to determine the influence of level of responsibility on employee job satisfaction, 2) to determine the influence of promotion opportunities on employee job satisfaction, 3) to determine how employee recognition influence job satisfaction. Data for the study was collected from 124 respondents from the GSM group of companies, Dar es Salaam. In selecting the respondents, a simple random sampling technique was used as each employee had an equal chance of being selected. Data for the study was collected through structured questionnaires with a five-point Likert scale. The results of the study were processed using SPSS and presented in tables for discussion. Multiple regression was used in the analysis of data. At 95% confidence interval, findings of the study disclosed that majority of employees agree that level of responsibility and promotion opportunities have to influence on job satisfaction of employees, however, the findings revealed that employee recognition provides no contribution on job satisfaction of the employees. The study recommends that the company should check the levels of job satisfaction of employees regularly. Also, promotion opportunities and level of responsibility should be taken into great consideration as they have a greater influence on job satisfaction of employees. Although employee recognition had no contribution to job satisfaction of employees the company should not ignore it because majority of individuals appreciate being recognized for the efforts they put in doing their jobs.