

# THE PREDICTORS OF GENERAL JOB SATISFACTION AT PRANDA JEWELRY PUBLIC COMPANY LIMITED

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## ABSTRACT

The main objective of this study was to find out the level of general job satisfaction and identify the relative predictive capacity of a set of demographic variables (gender, age, years of service) and job facet variables (organizational commitment, work attitude, satisfaction toward present work, present pay, opportunities for promotion, supervision, and co-worker) for predicting general job satisfaction among employees in Pranda Jewelry Public Company Limited. A total 322 workers in the company participated in the study. Results from the study indicated that employees' on average had a fairly high level of general job satisfaction. Among the employees, those 19 years of age and younger were significantly less satisfied with their jobs than all of the older employees. For all employees, pay was the major determinant of general job satisfaction. Satisfaction with supervision, co-worker, opportunities for promotion and organizational commitment were also found to be significant predictors of general job satisfaction; however, these factors did not have as much influence on general job satisfaction as pay.