



**NON-FINANCIAL REWARDS AND JOB SATISFACTION OF
ADMINISTRATIVE OFFICERS OF THE UNIVERSITY OF SRI
JAYWARDENEPURA, SRI LANKA**

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Some people love their work because it is interesting and provides them with psychological satisfaction too, more than money. There are many contemporary research studies supporting the effectiveness of non-financial rewards as a motivation tool for employee job satisfaction. This study also will try to shed light on this issue and aims to demonstrate whether there is a significant relationship between non-financial rewards and job satisfaction of the Administrative officers in the University of Sri Jayewardenepura. Non-financial motivators such as Achievement, Advancement, Recognition and Responsibility were identified based on the literature. A census survey was conducted among all Administrative officers using a questionnaire to collect primary data and Correlation and Regression analyses were used to analyse them. Results show that non-financial motivators successfully predict job satisfaction. 72% of the variation in job satisfaction is explained by non-financial rewards. Responsibility is the most important non-financial reward which affects their job satisfaction while Recognition and Advancement are respectively significant for job satisfaction.

Keywords: Non-Financial Rewards, Achievement, Advancement, Recognition, Responsibility, Job Satisfaction.

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