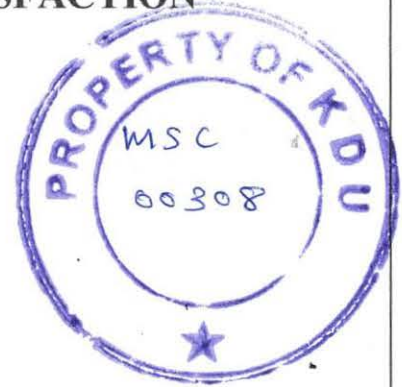


**STUDY ON ATTRIBUTES OF THE PAYROLL SYSTEM FOR  
EXECUTIVE GRADE EMPLOYEE JOB SATISFACTION**

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## ABSTRACT

The banking industry is financial sector organizations with many employees are working in the organization. This research attempts to evaluate the attributes of payroll system of the banks and how it effect to executive employee job satisfaction of the bank. It focused on the banking sector compensation packages and their effects on the overall satisfaction of banking executive employee. It investigated the attributes of pay roll system for executive employee job satisfaction. In this study attributes of the pay roll system means compensation packages received by the employee from their work place. Compensation is the remuneration received by an employee in return for his/her contribution to the organization. rewards, salary, career development, bonuses, other incentives, medical facilities, loan facilities, statutory payments are the attributes of the payroll system of the selected bank. Employee job satisfaction is a feeling which generates inside the employees mind regarding their work place. Employees should be managed properly and motivated by providing best remuneration and compensation as per the industry standards. According to the literature review researchers have founded different kinds of relationships between payroll system and employee job satisfaction and related theories of these areas. By using these theories researcher attempts to identify the relationship between attributes of payroll system and executive employee job satisfaction. The in-depth interviews were conducted to collect the data related to the selected bank. In this analysis in-depth interviews of different respondents' were elaborated to identify the relationship among Incentive pay scheme and employee job satisfaction. The findings shows that rewards, salaries, career development, bonuses, other incentives, medical facilities and loan facilities are the most important factors which can highly effect the executive employee job satisfaction. Considering the overall result it shows the executive employees in the bank were not satisfied with the compensation packages they received. This explains the attributes of the payroll system for executive employee job satisfaction.

**Keywords:** Executive employee job satisfaction, Attributes of payroll system