



The Impact Of Organizational Diversity And Inclusion Initiatives (D & I) On The Employee Job Satisfaction Of Software Engineers In The Sri Lankan ICT Sector

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I certify that I have read this thesis and that in my opinion, it is fully adequate, in scope and in quality, as a thesis for the degree of Master of Science.

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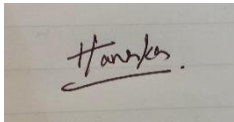
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A photograph of a handwritten signature in dark ink on a light-colored, lined background. The signature appears to be 'Hansika' with a stylized flourish underneath.

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ABSTRACT

The Impact Of Organizational Diversity And Inclusion Initiatives (D &I) On The Employee Job Satisfaction Of Software Engineers In The Sri Lankan ICT Sector

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This study examines the impact of gender diversity and organizational factors on job satisfaction among software engineers in Sri Lanka's ICT sector. Through a quantitative approach, data was collected from 500 employees across five prominent companies: PayMedia, Virtusa Corporation, Epic Lanka Technologies, IFS, and Calcey Technologies. The research centers on five key independent variables: gender diversity, workplace culture, work environment, career development opportunities, and policies and procedures. Statistical analyses, including reliability analysis and multiple regression, were conducted to assess the relationship between these variables and job satisfaction levels among employees.

Results indicate that gender diversity, workplace culture, work environment, career development opportunities, and organizational policies and procedures all exhibit strong positive correlations with job satisfaction. Specifically, organizations that prioritize gender diversity, cultivate positive and inclusive workplace cultures, provide supportive and conducive work environments, establish clear career development paths, and implement well-defined policies significantly enhance employee job satisfaction.

The findings highlight that while career development opportunities and organizational policies have a major impact, gender diversity, workplace culture, and work environment also play crucial roles in shaping job satisfaction. This study emphasizes the need for a holistic approach in organizational planning to foster inclusive, supportive, and well-structured environments that enhance job satisfaction and drive performance in ICT companies. Further research is recommended to explore additional factors and validate these findings across different sectors.

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