

**AN INVESTIGATION OF SOFTWARE
ENGINEERING JOB CHARACTERISTICS AND
OCCUPATIONAL COMMITMENT**

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Abstract

This research examines the relationship between job characteristics and job satisfaction, and also job satisfaction and affective occupational commitment of software engineering large scale software development companies. By examining this strategically important workforce management topic, it clarifies the process of ' re-designing' software engineering occupation to include greater intrinsic motivation.

Variables studied in this research consist of job satisfaction, affective occupational commitment and current and desired levels of nineteen job characteristics. Two statistical techniques (1) correlation analysis and (2) variation analysts were used to analyze data. Data have been collected from 112 random respondents in five large scale software development companies in Sri Lanka.

Research findings provide evidence that job satisfaction is positively correlated with job characteristics, and affective occupational commitment is positively correlated with job satisfaction, as predicted by the research model. It also provides evidence that significant changes for job characteristics of software engineering occupation are needed to increase the intrinsic motivation of the occupation. Particularly important tare changes that emphasize affective occupational commitment of employees. Accordingly, twelve job dimensions in application development job category' and three job dimensions in quality assurance job category were identified to be re-designed.

The presentation of this dissertation contains six main chapters. Commencing with the Introduction, it states the background to the research study, stating the objectives and defining the scope of work. Literature Survey is reported in section two. The research methodology Ls enumerated in the next chapter. Chapter four and five are the results of the study and analysis leading to the findings. Finally conclusions are given with suggestions for further work