

THE INFLUENCE OF CONTENTMENT EXPERIENCE ON JOB SATISFACTION THROUGH JOB EMBEDDEDNESS.

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- **Abstract:** The purpose of this study is to analyze the influence of contentment experience on job satisfaction through job embeddedness, which act as a mediator. The respondents of this study are employees of IT sector. We collected data from 99 respondents (male = 70 and females = 29). The study used adopted scales from the literature for measuring contentment experience, job satisfaction and job embeddedness. The model is estimated by partial least square structural equation modelling (PLS SEM) algorithm using Smart PLS software. The results show that contentment experience influences the job satisfaction and job embeddedness. The job embeddedness mediates the relationship between contentment experience and job satisfaction. To our knowledge, these findings are untested in the literature and thus a contribution to research. Thus, managers can develop training programs to foster the contentment experience in the minds of the employees.
- **Keywords:** Mediator, IT sector, PLS SEM algorithm, employees