

Job satisfaction practices adopted by engineering based organizations cast strong impact upon employee burnout ratio. Such practices address many factors related to maintain committed supervisor support and thus, lower employee job burnout. This study examined the relationship between job burnout, job satisfaction and supervisor support in engineering based organization. The intent of the study was to show and prove relationship between the job burnout, job satisfaction and perceived supervisor support. Data was collected from a sample of five engineering based companies.

The proposed model was tested by using the regression analysis with SPSS 16.0. Results of this study show significant implications both for academicians and practitioners. Organizations adopt many strategies for developing job satisfaction for many reasons. It helps to create the value in mind of employees. Job burnout intentions literature advocates employees consider the job satisfaction is much more important than other facilities. However these factors that influences have been under emphasized in literature. Current study fill this gap to find the impact of job burnout and supervisor support on job satisfaction in single study.

Data has been analyzed by using the regression analysis. Its assumption has also been employed on this study and found them as satisfactory outcomes. The results of this study are contrary to the theoretical model extracted from literature used in this study.