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**An empirical study on the job attitudinal factors
influencing the job performance of employees
Of Public Sector Fertilizer Companies in
Sri Lanka.**

By

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ABSTRACT

This particular study titled “An empirical study on the job attitudinal factors influencing the job performance of employees of Public Sector Fertilizer Companies in Sri Lanka” was carried out special reference to Ceylon Fertilizer Company Limited and Colombo Commercial Fertilizer Limited. This study was thoroughly undertaken by the researcher by focusing on the problem that was identified from preliminary survey. There were one four objectives set to be achieved by study, which include a key objective namely “To identify the existing work related attitudes of employees of Public Sector Fertilizer Companies in Sri Lanka towards their job performance” and three specific objectives such as (i) To identify the degree of influence made by organizational factors, personal factors and other factors on employees’ attitudes of Public Sector Fertilizer Companies in Sri Lanka. (ii) To examine the role played by leadership as an intervening factor in respect of employees’ attitudes and job performance. (iii) To produce a better set of suggestions to get job performance improved in Public Sector Fertilizer Companies in Sri Lanka.

The researcher carried out an extensive literature review to provide a conceptual background of the study and to be develop a conceptual model and to formulate hypotheses for the study. Altogether two hundred ninety employees working in Public Sector Fertilizer Companies (CFC – 200 and CCF – 90) were selected for the study. Questionnaires issued to these sample employees provided important data for the survey. In addition to this, personal interviews were also carried out and some observations were also made to collect primary data for this study.

Certain conclusions were made from the study after carrying out details scientific analyses of data using appropriate statistical tools. The conclusions are that the employees work related attitudes such as job satisfaction, job involvement and organizational commitment are positively correlated with employee’s job performance. Based on the findings of the study number of recommendations were made to top management of Public Sector Fertilizer Companies. Resulting from implementation of these recommendations, the respective benefits will be yielded by not only Public Sector Fertilizer Companies, but aggregate Sri Lankan economy also.