

Study on the Impact of Ergonomics on Employee Performance in the IT Industry of Sri Lanka

Sulaiman, M. S. M.¹ and Liyanagamage, C.²

Ergonomics has become an important consideration in organizations especially employing knowledge workers. This study attempts to explore the impact of Ergonomics on the performance of the employees of the IT sector in Sri Lanka. A sample of 161 IT professionals serving at different levels of organizations at different junctures in their careers from several organizations was taken for this study. Their responses were gathered and analyzed from a quantitative perspective. Office Ambience, Spatial Arrangement, Safety, Equipment & Furniture were taken into consideration. Findings of the study revealed that all four variables are statistically significant and the multiple Regression analysis revealed that Spatial Arrangement was the most significant factor in explaining employee performance. This study serves as proof to owners and leadership of IT organizations that it is, in fact, important that they provide an ergonomically sound work environment for their employees as the impact of ergonomics on their performance is quite considerable.

Keywords: *Employee Performance, Ergonomics, IT Sector, Spatial Arrangement*

¹ i-Context (Pvt) Ltd, Sri Lanka (shuhail@gmail.com)

² Department of Management Studies, Faculty of Humanities and Social Sciences, Open University of Sri Lanka (hdcha@ou.ac.lk)