

Impact of Physical Working Environment on Job Performance of Operational Level Employees: Evidence from a Leading Garment Factory in Sri Lanka

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This study aims to identify the impact of physical working environment on job performance among operational level employees: evidence from a leading garment factory in Sri Lanka. In here, job performance is the dependent variable and physical working environment is the independent variable. Further, the independent variable has five sub dimensions such as air, temperature, sound, light and spatial arrangements.

A reputed garment factory was considered with a sample size of 217 employees. Out of them, 174 was responded. A quantitative methodology and a questionnaire were used to satisfy the objective of the study. Respondent were asked to rate their responses on five Likert scale. The collected data was analyzed through SPSS 25th version. Using that, generated the mean, reliability, descriptive statistics, correlation and regression to measure the impact between independent variable and the dependent variable.

Mean results of the study conclude that there is a relatively low level of physical working environment and job performance within the apparel sector. Correlation and regression results concluded that there is a significant and positive relationship between physical working environment and job performance. Previous researchers also proved this result of the study. So, it suggests that facilitating the physical working environment will increase the job performance. This study reveals that there should be enough physical working environment to increase the job performance.

Keywords: Job Performance, Physical Working Environment, Spatial Arrangements

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