

IMPACT OF LEADERSHIP, TEAMWORK, AND EMPLOYEE ENGAGEMENT ON EMPLOYEE PERFORMANCE: A STUDY OF A LEADING TIRE MANUFACTURING COMPANY IN SRI LANKA

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This study explores the influence of leadership, teamwork, and employee engagement on employee performance with a case study set on a leading tire manufacturer in Sri Lanka. In a highly competitive and dynamic manufacturing sector, employee performance is a prime mover of organizational goals. However, there is a major void in the empirical field regarding leadership styles, teamwork dynamics, employee engagement and their influence on performance in the Lankan manufacturing context. The study adopts a quantitative approach to research and sets out to gather primary data through a cross-sectional design. Self-administered questionnaires were distributed to 300 operational and executive-level employees from the production and supply chains that had been selected with the help of a simple random sampling method. The data were analyzed descriptively and with correlation and regression analyses in SPSS software to establish the relationships between the key variables.

An attributing factor to effective collaboration, marked by trust, cooperation, and mutual support, increases productivity by creating a certain synergy among workers. Employee engagement too, played a vital role and showed that if workers are engaged, they have higher levels of productivity, dedication, and job satisfaction. This article adds to the theory and methods by pointing to leadership, collaboration, and employee participation as crucial elements to improve employee performance within the Sri Lankan manufacturing sector. It provides practical recommendations for HR professionals and organizational leaders to accomplish strategic plans such as leadership training programs, team-building events, and employee engagement approaches that will force the production of a successful and growing organization.

Keywords: *Employee Engagement, Employee Performance, Leadership, Teamwork, Peer support*

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