

The Impact of High Performance Work System on Innovative Employee Behavior of Operational Employee Behavior with Special Reference to One of Leading Tiles Manufacturing Company in Sri Lanka

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The purpose of this study was to investigate the impact of high performance work system on innovative employee behavior of operational employees in one of leading tiles manufacturing companies in Sri Lanka. This is a quantitative study conducted within the positivistic research philosophy using the deductive approach. This study was an individual-level study with a sample of 68 operational level employees. Simple random sampling technique was used to select the sample. Survey strategy was followed and a self-administered questionnaire was used for data collection. Simple linear regression was used to test the direct impact and it revealed that high performance work system impact on innovative employee behavior. Further, it found that the employee engagement is a partial mediator on the relationship between high performance work system (HPWS) and innovative employee behavior. Findings suggest that company can maintain more high performance work system to increase innovative employee behavior. Based on the findings, it is suggested to use training programs and compensation practices to improve innovative behavior during the working time and to develop ability enhancing practices like training programs to stimulate employees in order to generate new knowledge and utilize the gained knowledge to meet higher performance standards.

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