

A Quantitative Analysis of Factors that contribute to Non-Managerial Employees' Productivity in the Apparel Industry of Sri Lanka

Apeksha Embuldeniya¹, L.W.Dasanayake²

Abstract

Productivity is an assessment of the efficiency of a worker and productivity of the organization depends on the productivity of the single employee. The management faces a complex situation in maintaining the satisfaction of the employees as they are the most valuable asset to an organization in today's business context. The primary objective of this study is to identify the determinants that contribute to enhance employee productivity in the apparel industry in Sri Lanka. The research model comprises eighteen factors that are grouped into three categories as compensation practices, training and development practices, and health and safety practices. This study is based upon primary data from 150 non-managerial employees in the apparel industry in Sri Lanka based on stratified random sampling plan where questionnaire is the main source of information. The dependent variable of this study is employees' productivity of non-managerial employees that is measured using the level of individual productivity, while the independent variables are the factors that are measured by practices pertaining to compensation, training and development, and health and safety. Data analysis are based on descriptive statistics, Chi-square test, and Logistic Regression analysis. The selection of the sample from one apparel industry is limitation of the research. Findings indicate that there is a positive correlation between above practices towards employee productivity in the apparel industry.

Key words: Compensation practices, Employee Productivity, Health and Safety practices, Non-managerial employees, Training and Development practices

¹ Lecturer (Probationary), Department of Social Statistics, University of Kelaniya

² Senior Lecturer, Department of Economics, University of Kelaniya

Corresponding Author

Apeksha Embuldeniya, Lecturer (Probationary), Department of Social Statistics, University of Kelaniya

E-mail: eapeksha@ymail.com