

## **The Impact of Perceived High-Performance Work Practices on Employee Well-being: A Study with Special Reference to the ABC Bank in Sri Lanka**

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This study explores the impact of perceived high performance work practices (HPWP) on employee well-being in the ABC bank in Sri Lanka. Further, it focuses on the impact of dimensions (i.e., training, involvement & participation, performance appraisal, and compensation & rewards) of HPWP on employee well-being. This is a deductive and positivistic research study. It is a cross-sectional study which followed the survey strategy. Data were collected from a sample of 200 employees using a standard questionnaire. Simple regression analysis was employed to test the hypotheses. The findings of the study revealed that perceived HPWP positively influence employee well-being. Further, it shows that dimensions of HPWP (i.e., training, involvement & participation, performance appraisal, and compensation & rewards) also positively affect employee well-being. Based on the findings, it can be concluded that perceived HPWP should be considered by the organizations to enhance employee well-being. The study contributes to the existing knowledge of employee well-being and high-performance work practices.

**Keywords:** *High-performance Work Practices, Training, Involvement & Participation, Performance Appraisal, Compensation & Rewards, Employee Well-being*

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