

Impact of Workplace Environment on Employee Job Performance: A Study of Non-Executive Level Employees in Selected Narrow Fabric Manufacturing Company in Sri Lanka

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This study sought to understand the impact of workplace environment on the performance of non-executive level employees in selected narrow fabric Company in Sri Lanka. Effective and quality workplace has most impacts on employees' level of motivation and subsequent performance. This study is done based on the Sri Lankan context compared with literature based on other countries. The company reports reflect high turnover ratio and low profitability ratio over the few years. Researcher has also identified declining trend of employee performance due to some issues relating to its working environment. The sampling technique of this quantitative explanatory research was convenience sampling technique. This is a cross sectional field study and standard questionnaire was used to collect primary data. Questionnaires are distributed to a sample of non-executive employees who are currently working in above selected company. In this study workplace environment act as independent variable and under which discussed four dimensions that are physical workplace environment, reward aspects of the job, training & development, work life balance. Employee performance was the dependent variable. To analyze received questionnaires data, SPSS (Statistical Package for the Social Science) was used. It was found to be that there is a significant moderate positive relationship between dimensions and employees' performance. Hence, overall results reveal moderate positive relationship between workplace environment and employee performance. The findings of the study will help leaders to identify how much of contribution are given by each dimension of the workplace environment on their employees' performance. In addition to that present study would provide the direction to managers, HR policy makers and to future researchers.

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