

Impact of Perceived Workplace Safety Climate on Job Performance of Non-Executive Employees

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The purpose of this research study is to explore the impact of safety climate on job performance among non-executive employees in apparel sector organizations. The study was quantitative and cross-sectional time frame was followed. This research study relies on a data set derived its survey of 100 non-executive employees who are currently employed in top level garment company in Biyagama. The data were collected through structured questionnaire and simple random sampling method applied to select the sample from population. Further, to achieve the main purpose, data was analyzed through correlation, regression and factor analysis.

To achieve the main purpose, researcher examines the existing level of independents and dependent variables. Through correlation analysis results, researcher found safety climate, its variables and job performance were normally getting high level. It suggested, current organizations provide more attention to their safety climate and job performance. Through analysis results, researcher found safety climate and job performance has positive relationship with their job performance. Finally, this study illustrates, how independents variables impact on job performance. According to regression analysis results of this study, there is a positive relationship of safety climate and its variables towards to job performance expect individual responsibility. Those results can be concluded that by that safety climate and its variable's ability to enhance higher job performance among the employees. Finally, the outcomes of this study help us to get a clear understanding about the impact of the safety climate on job performance. Further, this study provides recommendations to make decisions in order to achieve goals and objectives of the organization through most contended, efficient and loyal workforce.

Keywords: *Communication, Individual Responsibility, Job Performance, Personal Involvement, Safety Climate*

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