

THE RELATIONSHIP BETWEEN ORGANIZATIONAL CYNICISM AND JOB PERFORMANCE OF OPERATIONAL LEVEL EMPLOYEES IN RUBBER MANUFACTURING INDUSTRY IN SEETHAWAKA BOI ZONE

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Negative attitudes and mistrust of the organization are hallmarks of organizational cynicism, a common problem in the workplace. With an emphasis on the particular circumstances of Seethawaka BOI Zone, this study attempts to investigate how organizational cynicism relate the work performance of operational-level workers in the rubber manufacturing sector. The Relationship between organizational cynicism and work performance in the Sri Lankan setting is not well understood, both empirically and theoretically. Thus, the study's research question is: Does organizational cynicism affect operational level workers' job performance in the Seethawaka Zone rubber manufacturing industry 170 operational level workers in the Seethawaka Zone rubber manufacturing sector make up the research sample. Here, the deductive method is used to formulate four hypotheses. 170 operational level personnel will make up the sample for this study, which will be conducted using a simple random sampling approach. The Morgen table is used to determine the population and sample sizes. Data was gathered using questionnaires and the SPSS 25 software package— which includes univariate and bivariate analyses—will be utilized to evaluate the data. The evaluation of the literature summarizes the body of knowledge about work performance and organizational cynicism, providing a basis for comprehending these concepts in the context of the rubber manufacturing industry. The characteristics of organizational cynicism that have the most effects on the work performance of operational-level employees—who are essential to the manufacturing process—are investigated. The results of this study provide managers and organizational leaders with useful information on what causes or lessens organizational cynicism in operational-level staff members. Furthermore, the study advances scholarly knowledge of the relationship between work performance and organizational attitudes in the context of the rubber manufacturing sector. The ultimate goal of this research is to provide guidance for tactics aimed at enhancing workplace culture, employee engagement, and, ultimately, job performance in the Seethawaka Zone rubber manufacturing industry. Organizations can improve employee productivity and general well-being by addressing the effects of organizational cynicism.

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