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**Study on Transfer of Technology, Adaption of Ergonomic
Techniques and its Impact on Perceived of Labour Productivity in
Garment Industry in Sri Lanka.**

Athuluwage Morris Bertu Leelaratne

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Master of Business Administration

Faculty of Commerce and Management Studies

University of Kelaniya, Kelaniya, Sri Lanka



Study on Transfer of Technology, Adaption of Ergonomic Techniques and its Impact on Perceived of Labour Productivity in Garment Industry in Sri Lanka.

Abstract,

As a result of liberalization of economy in 1977 many changes took place in Sri Lankan industrial sector. There was trade liberalization and foreign direct investment flew in to the country and many opportunities were opened for export oriented manufactures. The process of industrialization has resulted in the development of many industries, out of which textiles and garments industry became the largest export earner to the country in the industrial sector.

Garment industry mainly depends on effective use of technology and human factor. Any way as Sri Lanka has not developed satisfactorily in order to facilitate industrialization therefore most of the industries have to rely on the technology imported from foreign countries. This was the situation as far as Sri Lanka is concerned too.

Many factors determine the effective use of imported machineries and attached technology in those, and other resources in the garment industry. Technology is developed to suit the needs and capabilities of the target population and the environment for which it is designed. Thus inefficiency is bound to occur in the process of transfer of technology from the country it was origin to another due to environmental and demographic factors etc.

The benefits derived from the use of technology could be improved by making the technology to be more appropriate to the needs of the users and the environment. Appropriate technology would help to increase the integration between technical and social subsystems of an organization. This is one of the means to better organizational performance and improved labour productivity.

Ergonomics involves the study of the interaction between people and the environment in which they work. It is concerned with the provision of efficient workstations, devices and products that match human capabilities and needs. Thus ergonomics is one of the means through which socio-technical system integration could be coupled which ultimately to increase the health, safety conditions and to improve labour productivity by way of motivating employees.

This research focused on the use of transferred technology to the Sri Lankan garment industry. It aimed at evaluating the possibility of using Ergonomic adaption to achieve a better integration between the socio-technical systems.

The study was carried out among six garment factories. Factory assessments were conducted to evaluate the extent of ergonomic adaption in these companies in use of the transferred technology and to link that with the labour productivity level of organisations. The organizational performance, in terms of labour productivity was determined through the use of collected information. The research findings indicate a positive correlation between the extent of ergonomic adaption in the use of technology in the garment industry and the perceived labour productivity.

Therefore, the conclusion reached is that, by managing the ergonomic considerations in the use of technology, and adapting it to suit the needs and capabilities of the local garment industry the labour productivity could be improved as correlation between the ergonomic adaption and labour productivity is positive.