

Factors Influencing on Job Performance of Executive Level Employees' in XYZ Glove Manufacturing Company

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The main objectives of this research were to assess the factors that are influencing job performance and investigate the impact and relationship between determinant factors affecting executive-level employees' job performance in XYZ Company. Accordingly, the training, motivation, leadership, organizational culture and working environment were the independent variables of this study, while the dependent variable was the job performance of executive-level employees. This study is a quantitative research work, and a questionnaire was used as a tool to collect data from the sample. To conduct this research, the researcher used the stratified random sampling technique, and a sample of 132 executives was selected from the target population of 175 executives based on the Mogan Table. In this study, SPSS (Statistical Package for Social Science) was used to analyze the data, and the results indicated that there are a positive impact and the relationship between training and job performance, motivation and job performance, leadership and job performance, organizational culture and job performance and working environment and job performance. However, the level of each factor and job performance showed a neutral level. Based on the findings of this study, it is recommended to the management to take necessary actions to improve such practices and increase the level of job performance while maintaining the current level of performance without letting it decrease.

Keywords: *Training, Motivation, Leadership, Organizational Culture, Working Environment, Employees' Job Performance*

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