

The Impact of Job Designing on Job Performance of Employees: A Study with Special Reference to Employees in SANASA Development Bank PLC of Kegalle District

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Employee job performance is one of the critical factors which decides the survival of any organization. The performance of employees is crucial for any bank, to compete with other financial institutions in the industry. The literature suggested that job designing plays a vital role in the success of the job performance of employees in the workplace. Hence, the purpose of this study is to investigate the impact of job design on job performance of employees in Sanasa Development Bank (SDB) PLC of Kegalle district. Based on the literature, a conceptual model was developed. The study adopted already validated research instruments. The modal was empirically tested by collecting data from the employees in SDB bank. A total of 75 employees were selected for the study using the random sampling technique. This investigation explored the relationship between job designing and job performance. The study reveals that there is a positive relationship between job designing and job performance and there is a positive impact between job design and job performance. Hence, it can conclude that employees' job performance depends on the job design(ing).

Keywords: Job Designing, Job Performance

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