

The Impact of Culture-Related Meaning and Values of Work Orientations on Contextual and Task Performance: Sri Lankan Experience

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The study extends the recent contention that cultural values can have an impact on contextual and task performance (CTP) by conceptualizing meaning and values of work orientations (MVWO) as an element of national cultural values. It uses five MVWO relating to the concept of work. Data were obtained through a questionnaire survey in a sample of 487 employees. Supervisory-rating of subordinates' CTP was used as a supplementary method. The analysis indicates a significant impact of MVWO on all the three aspects of CTP found in the study. The impact of demographic factors is relatively high on contextual performance towards task. The evidence reveals that unique human resource values as sources that enhance performance at work. It has major implications for the theories of application of work values and predisposition and individual attributes theories of CTP.

Key Words: Work Orientations; Values; Culture-Related Meaning; Task Performance; Experience

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