

Effect of Job Characteristics on Employee Performance in a Sri Lankan Apparel Sector Organization

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Employee performance drives organizations. Literature suggests the effect of job characteristics to enhance employee performance in organizations. The objective of this study was to examine the impact of job characteristics on employee performance in apparel sector organizations in Sri Lanka. Since there is lack of empirical findings in that context this study could contribute to human resources management field. A self-administered questionnaire was used to measure the variables of the study. Skill variety, task identity, task significance, autonomy, feedback, social support, and psychological job demand were considered as job characteristics in this study. A sample of 120 managerial category employees were selected from an established apparel sector organization in Sri Lanka. Study was conducted as a case study. Results of the study were analyzed using the Multinomial logistic regression, Man-Whitney U test and Kruskal Wallis test. Results indicated significant positive relationships (at $p < 0.05$) between skill variety and employee performance, task identity and employee performance, task significance and employee performance, autonomy and employee performance, psychological job demand and employee performance, social support by coworkers and employee performance. There were no significant relationships (at $P > 0.05$) between feedback and employee performance, social support by supervisor and employee performance, age and employee performance, experience in the current organization and employee performance. The R^2 indicated that 62% of employee performance was explained by independent variables. Study suggests that improved job characteristics factors contribute to improved employees' performance in the organization.

Keywords: Apparel industry, Employee performance, Job characteristics, Managerial level employees

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