

Factors Contribute to Non-managerial Employees' Productivity in Apparel Industry of Sri Lanka

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Abstract

Productivity is an assessment of efficiency of a worker and productivity of the organization depends on the productivity of the single employee. The management is facing a complex situation in maintaining the satisfaction of the employees as they are the most valuable assets to the organization in today's business context. The general objective of this study was to identify methods to enhance employee productivity by enhancing motivation and job satisfaction through addressing the significance of compensation practices, training and development practices, and health and safety practices in Apparel industry of Sri Lanka. The dependent variable of this study was employees' productivity of non-managerial employees that measured with level of individual productivity while the independent variables were the factors that measured with practices towards compensation, training and development and health and safety. This research has used primary data to gather information from the sample selected by the stratified random sampling technique where questionnaire was the main source of information. To gain the objectives of the research Descriptive analysis, Chi-square test and Factor analysis were used to analysis of data. The main limitation of the study was that it has based on one garment factory. Therefore, the findings of the study conclude there is a positive correlation between above practices towards employee productivity in apparel industry of Sri Lanka.

Key words: Employee Productivity, Non-managerial employees, Compensation practices, Training and Development practices, Health and Safety practices

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