

Factors Associated with the Performance of Engineers within Software Development Companies in Sri Lanka

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The performance of organizations enables the growth of the company value and its survivability. However Organizational performance within the IT Industry is being mostly impacted by the human resources. As there are different types of employees, their dedication, effort and efficiency differ from each other. Summation of individual employee's performance will result into the organizational performance. Therefore there might be significant association between organizational factors, individual skills and performance; however, this relationship was not examined in the Sri Lankan context in previous studies. To fill the said research gap this study was carried using the IT product development companies in Sri Lanka. The main objective of this research was to identify the factors which are associated with employee performance. This research was quantitative and used two main types of data collection methods: interviews and a questionnaire. The results of the analysis indicated that Organizational, Personal and Individual skill factors are associated with the engineer performance of software development companies. It can be concluded that the created conceptual framework was confirmed by the analysis which was carried out.

Keywords: *Software, Engineers, Performance, Factors, Association*

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