

## **Impact of ‘Shift-work Effects’ on Employee Performance: A Study of Non-Executive Level Employees in ABC Company**

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The prime purpose of this study was to assess the impact of shift work effects on employee performance at non-executive level employees in ABC Company. According to the extant literature, there were three types of shift work effects; Physical Health effects, Mental Health Effects, and Family and Social Lives Effects. Shift work has been an integral part of society. A shift worker is someone who does not regularly work a standard daytime schedule. The study was quantitative, and a cross-sectional survey design was followed. Data was collected through a structured questionnaire. A simple random sampling technique was applied to select the sample, and the final sample consisted of 116 non-executive level employees from a Private sector Company in Sri Lanka. Regression and correlation analyses have been used to examine the impact of shift work effects on employee performance.

It is found that physical health effects did not significantly affect employee performance. However, mental health effects and family and social lives effects have a significant impact on employee performance. Finally, it is concluded that mainly mental health and family and social lives effects impact on employees' performance. It is suggested that management in the organization should ensure the proper procedure to identify whether employees are in a good situation with the shift work system and are there any concerns that they need to consider in relating to that system. Moreover, shift work often requires a great deal of flexibility with a worker's schedule.

***Keywords:*** *Employee Performance, Family and Social Lives Effects, Mental Health Effects, Physical Health effect, Shift work*

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