

Impact of Organization Culture on Employee Job Performance: Empirical Study Based on Apparel Sector Production Level Employees of Sri Lanka

Udeshika, J. L. D.¹ and Preena, G. R.²

The apparel sector has dominated the global market for decades and was one of the largest sectors strengthening the Sri Lankan economy. Therefore, the labor-intensive garment industry is highly dependent on the performance of its employees. The main aim of this research was to identify the impact of organizational culture on employee performance of production level employees in the apparel sector of Sri Lanka. Accordingly, one hundred seventy-two (172) production level employees were selected as the sample for the research study. Data required for the research were collected through a survey questionnaire that was distributed using simple random sample technique. The hypotheses used in the experiment were analyzed using SPSS software. Accordingly, the statistical data analysis revealed a positive correlation between organization culture and employee performance and a significant positive impact of organizational culture on employee performance. Thus, the results of this study showed that strengthening the organizational culture is crucial for improving employee performance by improving culture compliance. Moreover, this research further supports the Schein's organizational culture theory while indicating that sound organizational culture is required to maintain the expected performance level of employees.

Keywords: *Organization Culture, Employee Job Performance, Production Level Employees, Apparel Sector*

¹ Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [dilupajlu@gmail.com]

² Lecturer, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [preenar@kln.ac.lk]