

Impact of Millennials' Work Passion on Career Performance: Study of Millennials in Banking Sector in Sri Lanka

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The purpose of this study was to examine impact of millennials work passion on career performance in banking sector in Sri Lanka. This study was carried out as a quantitative explanatory research work. Further, the sampling technique used was simple random sampling. This is a cross-sectional descriptive research & standard questionnaire was used to collect primary data through a survey. Questionnaires were distributed to a sample of 168 of millennials who are currently working in banks. To analyze data, SPSS (Statistical Package for the Social Science) was used. To interpret data graphical charts, descriptive statistical techniques such as mean, mode, standard deviation and histograms, correlation and coefficient, simple regression analysis and residual analysis were used. To test the relationship between variables Pearson correlation technique was used. Simple regression analysis was used to identify the degree of impact the independent variable on dependent variable. The study found that there is a significant positive relationship between work passion and career performance with mediating impact of job security of millennials and mediation effect of Job security on work passion and career performance was significant. The present study would provide direction to the employees in other age categories and companies in other industries and for future researchers.

Keywords: *Career Performance, Job Security, Millennials, Work Passion*

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