

## **Exploring the Effects of Physical Working Environment on Job Performance among Machine Operators in the Red Box Tex Factory in Katuwana, Sri Lanka**

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The physical working environment, especially among employees in the appeal industry, is a dynamic topic being vicariously explored presently. But no research has been done in this regard in the Sri Lankan context. Thus, the study's main purpose would be to physical working environment on job performance. Four independent variables were identified to assess the impact of the physical working environment on job performance. Those are temperature, sounds, lights & colour, and spatial arrangements. Apart from the key research question, which is the impact of the physical working environment on job performance, four sub-questions were identified. The overall population of the present study target all machine operators at Red Box (Pvt) in Katuwana. The sample was derived from 127 operational-level employees from that. Self-administered questionnaires were used to collect the necessary data. The analysis was done using SPSS. Part of them was distributed online among the employees in the factory. Multiple regression analytical tools were then used to test the developed hypotheses as well as the pre-established objectives. The researcher used regression analysis to identify the impact of the physical working environment on job performance. According to the findings, Light & Colour were found to be the major significant factors that significantly positively impact the job performance of operational-level employees in the Red Box Tex in Katuwana. There is hypothesis is accepted. The further factory has good lights and colour conditions, such as every section having emergency lights, and it has good general illumination (without glare) throughout the factory. Furthermore, effective consideration of the lights & colour conditions of the factory and improve it. The research shows that lights & colour have a significant positive impact on employee performance.

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