Impact of Workforce Diversity on Employee Performance among Executive Level Employees

Edirisinghe, D. M. G. N. D .[1] and Weerakkody, W. A. S.[2].

In today's world, human resource has played a significant role in the economic development in all countries. Due to this rapidly changing environment, countries like Sri Lanka have changed to accommodate the increasingly diverse workforce. Currently, advances in technology and the advent of a global economy bring the people of the world closer together. Due to this fact, businesses, educational systems, and other organizations are investigating ways to serve their constituents better. This includes attracting and retaining the best and most qualified workers. This. This research aims to examine workforce diversity's impact on employee performance in a selected Privet Sector Organization in Colombo District Sri Lanka. This research also focuses on the gender, age, ethnicity and educational background of the employees.

The study population consisted of Executive and above-level employees of a selected private sector Company in the Colombo district of Sri Lanka. The population consisted of 140 Executive and above-level employees, and the sample consisted of 103 respondents from those selected for the sample based on a stratified random sampling method. Additionally, data for the study were collected using a self-administered questionnaire. Analyzed the collected data using descriptive statistics, correlation analysis and regression analysis. Regression analysis results showed a significant positive impact of gender, age, and education background on employee performance. Thus, the study found that there is a negative impact of ethnicity on employee performance. Recommend that future research be conducted in the same field as the quantitative research and replicate the research in different industries and cross-cultural contexts. In addition, it encourages future research to examine new and innovative practices that Dimensions of workforce diversity significantly affect employee Performance.

Keywords: Workforce diversity, Gender diversity, Age diversity, Ethnicity, Education background & employee performance.

[1] Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [nimanthadilshancbl98@gmail.com]
[2] Senior Lecturer, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [was@kln.ac.lk]