

## Results oriented vs. process oriented

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As the same as the people in the Asian region Sri Lankan in culture are basically group oriented as well as process oriented, and enough supportive evidence can be found through out the written Sri Lankan history. The year 1505 which the year began to colonization Sri Lanka can be defined as the turning point of cultural values and belief of Sri Lankan nation. Until colonization it was a group oriented and a process oriented nation. With the colonization it was transplanted western culture that was lead to the individualism and result oriented society. But the Buddhism and the agricultural society which created the base of the Sri Lankan culture is still exist, and individualism and result oriented pattern of thinking also there in action. When they are doing something normally Sri Lankan say doing it by hook or by crook. The real Sinhala term in this statement is *Kokken* or *Kekken*. Some times achieving targets they are saying doing it by in good way or in bad way. The Sinhala term is *Hondin* or *Narakin*.

It is seem to be huge gap between Sri Lankan real culture which is lead to groupanism and process oriented and organizational culture which is lead to individualism and result oriented. This cultural disparity direct to less performance of organizations. We need to have management culture goes with Sri Lankan culture in order to get the maximum performance of an organization. The aim of this study was to identify and develop a Sri Lankan management pattern base on management tools that are practicing in the Asian region.

For this purpose, developed varies types processes using number of management tools like 5S, *Kaizen*, Poka-Yoke, Lean, zero defects, six sigma, visual management, IT technology and these processes were tested for several years. These processes finally not only given the targeted results but also could reduced or eliminate some wastes, form a happy workforce and systematic working culture.

**Key words:** Results oriented, Process oriented, Individualism

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