

Impact of the Working Environment on Employees' Productivity: With Special Reference to Twin Star Clothing (Pvt) Ltd-C8, Sri Lanka

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Abstract

The most significant factor affect competitiveness of the Sri Lankan garment industry is the productivity. Increasing employee productivity is considered as a critical issue for any kind of organization. The working environment plays an important role in determining the productivity of an organization because, most of the employee related issues are connected with the working environment. Main objective of the current study is to explore the impact of working environment on employee Productivity. With the support of literature, the researcher classified the working environment in to two categories as physical and behavioural. Twin Star Clothing (pvt) Ltd-C8 which is one of sawing plant of Jay Jay Mills Private Limited, was selected for conducting this study. The population of the research was all the direct employees of Twin Star-C8 and it composed of 300 employees. Stratified random sampling technique was used to select 168 respondents. A structured questionnaire was used to collect data and they were statistically analysed using correlation and multiple regression analysis with the support of SPSS 21.0 and Minitab 16.0. The results showed that factors related to physical working environment (fitness of temperature, better lighting, fitness of spatial arrangement) and factors related to behavioural working environment (supervisor support, better relation with co-workers, adequate workload , incentive & recognition) have a significant positive impact on employees' productivity. It was recommended that management should develop a win- win approach in the organization and try to develop the concepts of synergy and team work among the employees. Also should give ample amount of consideration to improve space arrangement within organization and maintain required temperature level within production floor to create conducive working environment in order to improve productivity of employees at Twin Star Clothing (pvt) Ltd-C8.

Key words: Behavioural Working Environment, Physical Working Environment

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