

The Employee Relations on Employee Performance in the Apparel Industry in Sri Lanka

Sivalogathan, V. ; Thewarapperuma, T.A.D.N.

Department of Management Studies, Open University of Sri Lanka
vsiva@ou.ac.lk ; thenudi@gmail.com

Abstract

Performance is a critical factor in organizational success. To achieve strong employee performance for organizational success, maintaining healthy employee relations in an organization is a pre-requisite. Employee relations generally deal with avoiding and resolving issues concerning individuals which might arise out of or influence the work scenario. Strong employee relation depends upon healthy and safe work environment, involvement and commitment of all employees, incentives for employee motivation, and effective communication system in the organization. Employee performance can be identified as one of the prime factor that determines successful achievement of organizational goals, in any organization. The objective of the study is to find out the impact between employee relations and employee performance at the selected company. This study was also intended to help the organization understudy to improve performance through good employee relationship. The study was carried out to measure the relationship between Employee Relation and Employee Performance. Out of 150 questionnaires, 120 were selected after the data validation. The reliability is tested for all the independent and dependent variables. The research findings show that there is a positive relationship between the Employee relations and the Employee performance. It was proved with the values taken for both variables at correlation. It shown that when Employee relations are high the Employee performance is likely to increase. In order to improve the Employee Relations further in the organization the management of the organization can introduce some motivation programs and training programs.

Keywords: employee relations, employee performance, apparel industry

Introduction

Employee performance is defined as whether a person executes their job, duties, and responsibilities well. Many companies' asses their employee's performance on an annual or quarterly basis in order to define certain areas that need improvement. Performance is a critical factor in organizational success. To achieve strong employee performance for organizational success, maintaining healthy employee relations in an organization is a pre-requisite. Employee relations generally deal with avoiding and resolving issues concerning individuals which might arise out of or influence the work scenario. Strong employee relation depends upon healthy and safe