

Determinants of Employees' Performance in Ready-made Garments (RMGs) Sector in Chittagong, Bangladesh: A Path Analysis

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Abstract

The main objective of the study was to determine the employee's performance in RMGs. A non-probabilistic sampling method, namely convenience sampling, was used in drawing sample for this study. Respondents were from various garment industries that were located in the Chittagong, Bangladesh. Both primary and secondary data were used for the purpose of the study. Opinions of the sample respondents as to the various aspects of employees' performance were recorded on the Likert-type five point rating scales. In the present study, we, therefore, used Cronbach's alpha scale as a measure of reliability which value was estimated to be $\alpha=0.857$. Here, we analysed the data by employing simple correlation and path analysis. In the analysis, it is found that each of the factors [individual related factors (IRF), job related factors (JRF); and organizational related factors (ORF)] has a strong positive correlation with employees' performance (EP). Path analysis disclosed that the direct effects of IRF and ORF are highly significantly influences on employees' performance (EP) and in most cases indirect effects of different factors on EP are also appreciable. In addition, the present study suggests some policy implications for formulating effective strategy for human resource development in Bangladesh and similar other countries