

Factors Affecting Employee Job Performance: A Study of a Logistic Service Provider in Sri Lanka

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ABSTRACT

Employee job performance is a human behavior concept. High level of employee job performance leads to organizational financial performance which is a goal of any profit-oriented organization. The main aim of this study was to identify the factors affecting the employee performance of the managerial employees of a selected organization. Work life balance, leadership, job stress and interpersonal relationship were the identified factors of the construct of employee job performance. Selected organization was a logistic service provider in Sri Lanka with a proven track record that would cater to all logistic needs locally and internationally. Four hypotheses were tested with the intension of bridging a population gap. Population of the organization was 140 and the selected sample was 30. Simple random was the sampling technique. Unit of analysis was the managerial employees i.e. executive and managers in the organization. Research method was quantitative and data were gathered through a self-administered questionnaire. Study setting was non-contrived and researcher's interference is minimal of this cross sectional study.

Keywords: employee job performance, work life balance, leadership, job stress and interpersonal relationship