

**THE IMPACT OF WORKING ENVIRONMENT ON
EMPLOYEE'S PERFORMANCE: THE CASE
MANUFACTURING SECTOR EMPLOYEES IN PUTTALAM
DISTRICT**



By

WARNAKULASURIYA ISHINI VALANTEENA FERNANDO

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ABSTRACT

This research investigates the impact of working environment on employee's performance the case manufacturing sector employees in Puttalam district. In this research study, there are four independent variables such as supervisor support, physical work environment, employee willingness and job aid and the one dependent variable is employee performance.

The study accompanies with Quantitative research approach. Primary data as well as secondary data had been practiced by this study. Structured questionnaire was used as the method of data collection and questionnaire consist two parts as personal information of the respondent and research information. Questionnaire included 37 questions with five-point Likert scale ranging from strongly disagree to strongly agree. Sample of the study is 374 employees of manufacturing companies in Puttalam district and stratified sampling method was used to make the sampling framework of the study. Collected data were analyzed using SPSS 25.0 analysis. The data were measured using descriptive statistics, correlation and regression analysis.

The findings indicate that there is good reliability and a high level of supervisor support, physical work environment, employee willingness and job aid and employee performance. The results also showed that there is a strong positive relationship between supervisor support and employee performance, physical work environment and employee performance, employee willingness and employee performance and job aid and employee performance. Furthermore, the study discovered that supervisor support, physical work environment, employee willingness and job aid positive impact on employee performance.

Keywords: supervisor support, physical work environment, employee willingness, job aid and employee performance.

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