

**THE JOINT IMPACT OF PERCEIVED INFLUENCE AND  
SUPERVISOR SUPPORTIVENESS ON EMPLOYEE  
INNOVATIVE WORK BEHAVIOUR IN BANKS IN  
KURUNEGALA DISTRICT**



**HITHAMI MUDIYANSELAGE SANJEEWA SANATH SISIRA KUMARA**



**DEPARTMENT OF MANAGEMENT  
FACULTY OF COMMERCE AND MANAGEMENT  
EASTERN UNIVERSITY, SRI LANKA**

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## ABSTRACT

This study attempts to find out the joint impact of perceived influence and supervisor supportiveness on employee innovative work behaviour, where the perceived influence and the supervisor supportiveness are the independent variables, while the employee innovative work behaviour is the dependent variable. In accordance with literature review and findings, there are literature and empirical knowledge gaps regarding the relationships and impacts of perceived influence and supervisor supportiveness on employee innovative work behaviour.

This study was conducted to fill these gaps with three objectives of the banks in Kurunegala District such as To find out the levels of employee perceived influence, supervisor supportiveness and employee innovative work behaviour of selected banks in Kurunegala District, To find out the significant relationships among employee perceived influence, supervisor supportiveness and employee innovative work behaviour of selected banks in Kurunegala District, To find out the impacts of employee perceived influence and supervisor supportiveness on employee innovative work behaviour of selected banks in Kurunegala District. Based on literature review, the conceptual model of this was established and this study coming under the qualitative study.

This study mainly considers the primary data which was tested by collecting the data from 254 employees of public and private banks in Kurunegala District. Structured questionnaire was used to collect the data and univariate analysis (level) and bivariate analysis (correlation and regression) were used in order to analyze data and find the results of the study objectives.

Results showed that perceived influence and supervisor supportiveness positively and significantly impact on employee innovative work behaviour. Also perceived influence and supervisor supportiveness moderate positively related to employee innovative work behaviour. The findings of this study are useful in further enlarging and enriching applications of these concepts in practice.

**Key words:** *Perceived Influence, Supervisor Supportiveness, Innovative work Behaviour*

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