THE IMPACT OF SOCIAL LOAFING ON GROUP PERFORMANCE: THE ROLE OF INTRINSIC INVOLVEMENT (WITH SPECIAL REFERENCE TO GOVERNMENT SCHOOLS IN KOTHMALE DIVISION OF NUWARA ELIYA DISTRICT)

LIBRARY
16 OCT 2020
EUSL SRI LANKA

By

SAUNDAHAN HETTIHEWAGE DEEPTHI ANURADHA HETTIHEWAGE

(EU/IS/2014/MS/39)

(MS 1689)

A Project Report Submitted to the Faculty of Commerce and Management, Eastern University, Sri Lanka as a partial fulfillment of the requirement of the Degree of Bachelor of Business Administration (Specialization in HRM)

FCM2311
Project Report
Library - EUSL

DEPARTMENT OF MANAGEMENT

FACULTY OF COMMERCE AND MANAGEMENT

EASTERN UNIVERSITY, SRI LANKA

2019

ABSTRACT

This study investigated the Social Loafing(SL), Group Performance(GP) and Intrinsic Involvement(II) and moderate impact of Intrinsic Involvement(II) to relationship among Social Loafing and Group Performance(GP). In Sri Lankan context, there is so far lack of research has been conducted concerning the social loafing on group performance involving role of intrinsic involvement among schools students. This research study plan to examine that problem and fulfill the empirical gap in schools students. Therefore, the aim of this study was to analyze existing level of Social Loafing, Group Performance and Intrinsic Involvement, what sort of impact between Social Loafing and Group Performance and moderate impact of Intrinsic Involvement to relationship among Social Loafing and Group Performance at government schools in Kothmale division of Nuwara Eliya. In concentrated on Social Loafing related to Apathy, Distractive Disruptive Behavior, Poor Work Quality and Expects Others to Pick up the Slack. In concentrated on Group Performance related to System Viability, Task Effectiveness and Professional Growth and In concentrated on Intrinsic Involvement related to Task Significance, Task Meaningfulness and Contribution.

Structured questionnaire was used as the method of data collection and 224 advanced level students selected as sample out of 508 advanced level students. Researcher considered three government schools name as CP/KOT/Gamini Dissanayaka national school, CP/KOT/AL-Minhaj national school and CP/KOT/Jayahela national school. Stratified sampling method used to make the sampling frame of the study. Quantitative research approach used for this study. The data were analysed using descriptive statistics, correlation and regression analysis. The descriptive result indicated that the Social Loafing was low level and Group Performance and Intrinsic Involvement were high level in selected schools. Correlation result indicated that the Social Loafing and Group performance have negative relationship. And also regression result indicated that significant negative impact among Social Loafing and Group Performance and significant moderate impact of Intrinsic Involvement to relationship between Social Loafing and Group Performance. As a result of this study, principals must give more opportunities for Group Performance and decrease Social Loafing and increase Intrinsic Involvement among students.

Keywords: *Social Loafing, Group Performance and Intrinsic Involvement*

TABLE OF CONTENTS

ACKNOWLEDGEMENT ..... **i**

ABSTRACT ..... **ii**

LIST OF TABLES ..... **vii**

LIST OF FIGURES ..... **ix**

ABBREVIATIONS ..... **x**

Chapter- 1 : INTRODUCTION **1**

1.1Background of the Study 1

1.2 Research Problem 3

1.3 Research Questions 4

1.4 Objectives of the Study 4

1.5 Significance of the Study 5

1.6 Scope of the Study 5

1.7 Organization of Chapters 6

1.8 Chapter Summary 7

Chapter-2 : LITERATURE REVIEW **8**

2.1 Introduction 8

2.2 Group Performance 8

2.2.1 Dimensions of Group Performance 8

2.2.2 The Big Five of Teamwork 9

2.3 Social Loafing 10

2.4 Intrinsic Involvement 11

2.4.1 Dimensions of Intrinsic Involvement 12

2.5 Social Loafing and Group Performance 13

2.6 Social Loafing and Group Performance Involving the Moderating Influence of Intrinsic Involvement 14

2.7 Chapter Summary 15

Chapter-3 : CONCEPTUALIZATION AND OPERATIONALIZATION.....16

3.1 Introduction 16

3.2 Conceptualization.....16

3.2.2 Theoretical Foundation Relevant to the Conceptual Model 17

3.2.1 Introduction Variables Relevant to the Conceptual Model 18

3.4 Operationalization 19

3.5 Hypothesis.....21

3.6 Chapter Summary.....21

Chapter-4 : RESEARCH METHODOLOGY 22

4.1 Introduction 22

4.2 Research Philosophy 22

4.3 Research Approach 23

4.4 Research Strategy 24

4.5 Methodological Choice 24

4.6 Time Horizon 24

4.7 Research Site / Area Selection 25

4.8 Population of the Study 25

4.9 Sampling Technique / Method 25

4.10 Sample Size and Sampling Framework 25

4.10.1 Sample Size 25

4.10.2 Sampling Design.....26

4.11 Method of Data Collection and Source 27

4.12 Research Instrument.....27

4.13 Source of Measurement.....29

4.14 The Pilot Study.....29

4.15 Validity and Reliability of Instruments 29

4.16 Unit of Data Analysis.....30

4.17 Method of data analysis & Evaluation 30
4.17.1 Objective One 31
4.17.2 Second and Third Objectives 34
4.18 Data presentation 38
4.19 Ethical Consideration 38
4.20 Chapter summary 39
Chapter-5 : DATA PRESENTATION AND ANAEYSIS 40
5.1 Introduction 40
5.2 Analysis of Reliability 40
5.2.1 Reliability of Social Loafing 40
5.2.2 Reliability of Group Performance 41
5.2.3 Reliability of Intrinsic Involvement 41
5.3 Data Presentation 42
5.3.1 Data Presentation for Personal Information 42
5.3.2 Data Presentation of Research Information 45
5.3.4 Testing Hypotheses 53
5.4 Chapter Summary 54
Chapter-6 : FINDINGS AND DISCUSSION 55
6.1 Introduction 55
6.2 Discussion of Personal Information 55
6.2.1 School Name 55
6.2.2 Gender 55
6.2.3 Section 55
6.2.4 Average Group Work 56
6.2.5 Family Members 56
6.3 Research Information 56

6.3.1 Objective 1: To identify the level of social loafing, group performance and intrinsic involvement in government schools in Kothmale division of Nuwara Eliya district 56

6.3.2 Objective 2: To identify relationship among social loafing, group performance and intrinsic involvement in government schools in Kothmale division of Nuwara Eliya district 57

6.3.3 Objective 3: To identify moderating impact of intrinsic involvement to the relationship between social loafing and group performance in government schools in Kothmale division of Nuwara Eliya district 58

6.4 Discussion of Hypotheses Testing 60

6.5 Chapter Summary 60

Chapter-7 : CONCLUSIONS AND RECOMMENDATIONS 61

7.1 Introduction 61

7.2 Conclusions 61

7.2.1 First Objective of the Study 61

7.2.2 Second Objective of the Study 61

7.2.3 Third Objective of the Study 62

7.3 Contribution of the Study 62

7.4 Recommendations 63

7.5 Limitations of the Study 64

7.6 Future Research Direction 64

LIST OF REFERENCES 65

APENDIX 01 85

APENDIX 02 98