

**"INFLUENCE OF EMPLOYEES' ABILITY ON EMPLOYEES'
PRODUCTIVITY"**

058.314 072
MAH

(B)

MISS.MAHESWARAN.SARALA



Project Report
Library - EUSL



**DEPARTMENT OF MANAGEMENT,
FACULTY OF COMMERCE AND MANAGEMENT,
EASTERN UNIVERSITY,
SRILANKA.**

2004.

Abstract

Firms productivity is a primary determinant of an organization's profitability and ultimately, its ability to survive. If one organization is more productive than another, it will have more profits to reinvest in other areas. Likewise it's easy to see how companies that are not people oriented will lose their best talent. It will be hard for them to maintain desired level of production, quality, and service without superior people to at least lead the effort. Result? The companies that are not people-sensitive eventually fail. There's a moral here. The best people will seek their best opportunities.

So the employees' ability becomes as an important factor in any organizational level. Because better employees' ability will enhance the employees' job performance and it will definitely lead to higher productivity.

This research investigation was designed to evaluate the influence of employees' ability over productivity. In this research the employees' ability based on the **Gaither (1997)**, for conceptualization frame. That is, here the employees' ability includes Education, Experience, Interest, Intelligent, Aptitude, Personality and Training. For this purpose the research was considered the Anchaneyar garment factory (pvt), Ltd in Batticalloa using data collected from a sample of 100 staff. The analysis assesses the result empirically with distinct concepts.

The result indicates that the employees' ability in the research organization is in moderately satisfactory level. Therefore there are some recommendations given through the research to improve the prevailing situation and the implications are also given in the chapter 06.

Chapter	Page number
Title pages	i-iii
Acknowledgement	iv
Abstract	v
Contents	vi-viii
List of tables	ix
List of figures	x
Chapter-01	01-09
1.1 Introduction	01-02
1.2 Problem identification	03
1.3 Objective of the study	04
1.4 Conceptualisation	04-07
1.5 Assumptions	08
1.6 Limitations	09
Chapter-02	10-31
2.0 Literature review	10
2.1 Introduction	10-11
2.2 Productivity	11-15
2.2.1 Labour productivity	12-13
2.2.2 Measuring productivity	13-14
2.3 Work performance	14-15
2.4. Ability	15-18
2.4.1 Education	18-19
2.4.2 Experience	20-21
2.4.3 Interest	21-23
2.4.4 Intelligent	23-24
2.4.5 Aptitude	24
2.4.6 Personality	24-27
2.4.7 Training	27-29
2.5 Summary	30-31
Chapter-03	32-58
3.0 Conceptualisation and methodology	32
3.1 Conceptualization	32-36
3.1.1 Education	34

3.1.2 Experience	34
3.1.3 Interest	34-35
3.1.4 Intelligence	35
3.1.5 Aptitude	35
3.1.6 Personality	35
3.1.7 Training	36
3.2 Methodology	37
3.2.1 Data and data collection	37-40
3.2.2 Data presentation	40
3.2.3 Analysis	41
3.2.3.1 Personal information	41
3.2.3.2 Research information	41-48
3.2.4 Method of evaluation	48
3.2.4 .1 Individual variable evaluation	49-53
3.2.4 .2 Aggregate score of the sample for variables	53-57
3.2.4.3 Overall variable evaluation	57-58
Chapter-04	59-79
4.0 Data presentation and analysis	59
4.1 Personal information	59-63
4.1.1 Age distribution	59-60
4.1.2 Sex distribution	60-61
4.1.3 Civil status distribution	61
4.1.3 Job status distribution	62
4.1.4 Salary distribution	62-63
4.2 Research information	64
4.2.1 Individual factors	64
1.Education	64-65
2.Experience	66-67
3.Interest	67-68
4.Intelligent	69-70
5.Aptitude	70-71
6.Personality	72-73
7.Trining	73-74

4.3 Overall analysis	75
4.3.1 Extent of individual ability's contribution in $X_i < 3$	76
4.3.2 Extent of individual ability's contribution in $X_i = 3$	77
4.3.3 Extent of individual ability's contribution in $X_i > 3$	78
4.4 Summary	79
 Chapter-05	 80-88
5.0 Discussion	80
5.1 personal information with research information	79-80
5.2 Research information	81-88
 Chapter-06	 89-99
6.0. Conclusion and Recommendation	89
6.1. Conclusion	90
6.2. Recommendation	91
6.2.1. Overall improvement of employees' productivity	91-93
6.2.2 Improvement of employees' performance	94
6.2.3 Education	94-95
6.2.4 Experience	95
6.2.5 Interest	95-96
6.2.6 Intelligent	96
6.2.7 Aptitude	96
6.2.8 Personality	96
6.2.9 Training	97
6.2.10 Overall suggestion	98-100
6.3 Implications	101
References	102-103
 Annexes	
Annexes 1-Questionnaire-English	xiii-xx
Annexes 2- Questionnaire-Tamil	xxi-xxvi