

**WORKING PRACTICES AND EMPLOYEE PERFORMANCE :  
A STUDY IN SELECTED NGOs AND INGOs  
(BATTICALOA DISTRICT)**



**MOHAMED HUSSAIN FATHIMA MASHOOTHA**



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

**2010**

## ABSTRACT

Organizations must be positive that every employee performs to the best of their ability and delivers significant value to the organization. Employees are most valuable asset in organizational excellence, in growth, in the image organization have and in Organizations' returns.

Working Practices playing an important role in the employee performance, two types of working practices available in common type of organization such as: stable and Flexible working practices it is contributed to the employee performance. The level of performance according to the dimensions employee performance in flexible working practicing organization higher than the stable working practicing organization.

The objective of this research To find out the relationship between working practices and variable of Employee performance and to identify which working practice cause better employee performance. This study developed by following ten employee performance dimensions Productivity, Absenteeism, Employee commitment, morale and loyalty, Physical Health, Psychological Health, Client Relations, Innovation and creativity, Effort and time management, Dependability, Adaptability. 100 samples were randomly selected from Employees. Collected data through questionnaire and participatory interview was analyzed by using five point scales (5 was high 1 was low)

Finding of this research is stable working practices NGOs Moderate Level performing employees, In the Flexible working practicing NGOs and INGOs employees in high level performance.

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