

“INFLUENCE OF EMPLOYEES’ COMPETENCIES ON EMPLOYEES JOB PERFORMANCE”

SITHAMPARANATHAN NITHARSHAN

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

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ABSTRACT

Human resource is the most important and significant factor for gaining competitive advantages in an organization. Hence the best talent pool of employees is necessary for organizational success. Job performance has been associated with the ability of the individual employees realizing their respective work goals, fulfilling expectations as well as attaining job targets and/or accomplishing a standard that are set by their organizations this research investigates the influence of employee's competencies on employees' job performance in a context of Insurance Companies in Manmunai North D.S. Division in Batticaloa District. In this study, core competencies and functional competencies were used to measure the independent variable of employee's competencies.

To attain the objectives, the quantitative method was used and data were collected through questionnaires. A total of 152 questionnaires were distributed to employees of Insurance Companies in Manmunai North D.S. Division in Batticaloa District. The data were analyzed using Pearson correlation and multiple regression analysis. The findings exhibited that, there were positive relationship between employee's competencies with job performance and also employee's competencies of Insurance Companies in Manmunai North D.S. Division in Batticaloa District is in high level and also job performance of employees is in high level. However, dimensions of employee's competencies are positively and significantly correlated with job performance. Lastly, the regression analysis between employee's competencies and job performance indicated that 76% of total variance of job performance was explained by employee's competencies. In conclusion, it is observed that employee's competencies have influence on the employees' job performance. This shows that employers need to develop knowledge, skills and abilities to enhancing high job performance level among the employees. Results of this study suggest that the competencies are useful for examining the dispositional source of job performance. This study contains useful information for management practitioners about maintaining and increasing the employee competencies to increase job performance.

Keywords: Employee's Competencies, Core competencies, Functional competencies and Job performance

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