

**THE IMPACT OF WOMEN EMPLOYEE FAMILY
RESPONSIBILITY ON THEIR JOB PERFORMANCE: WITH
SPECIAL REFERENCE TO APPAREL INDUSTRY IN
POLONNARUWA DISTRICT**



By

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ABSTRACT

In the twenty first century every organization are operating in a very competitive environment. So, Apparel Industries' environment is very competitive. In this situation, operational level women employees' Job Performance (JP) is very important factor for Apparel Industry. Normally Women Employee Family Responsibility (WEFR) is mainly impact on Job Performance. Therefore the aim of this study was to analyze Existing level of Women Employee Family Responsibility and Job Performance, What sort of relationship between Women Employee Family Responsibility and Job Performance and Impact of Women Employee Family Responsibility on their Job Performance at two selected Apparel Industries in Polonnaruwa District.

Structured questionnaire was used as the method of data collection and 302 operational level married women employees selected as sample out of 1234 operational level married women employees. Researcher considered two apparel industries name as Texwin Clothing (Pvt) Ltd and Brandix Apparel Solution (Pvt) Ltd. Random sample method used to make the sampling frame of the study. Quantitative research approach used for this study. The data were analyzed using descriptive statistics, correlation and regression analysis.

The result indicated that the Women Employee Family Responsibility was low level and Job Performance was high level in selected Apparel Industries. Also result indicated a significant negative relationship between Women Employee Family Responsibility and Job Performance. And also the result indicated a negative impact of Women Employee Family Responsibility on Job Performance.

Keywords: Women Employee Family Responsibility, Job Performance, Diffusion of energy, Spillover effect, Compensatory effect and Mother-hood demand.

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