



INFLUENCE OF FUN/ENTERTAINMENT AT WORKPLACE ON EMPLOYEE PERFORMANCE IN SRI LANKAN IT SECTOR

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ABSTRACT

Fun at workplace is desirable and even necessary for letting go of the problems and worries of everyday working life. Fun comes with cheerfulness, happiness. It is necessary for employees to be effective at workplace and fun at workplace make employees' effective employees. Through this study identify influence of fun at workplace on employee performance in IT sector Sri Lanka. The conceptual model of this study was tested based on responses from in selected IT companies in Sri Lanka. This study revealed that IT sector employees' performance positively and significantly affects their experienced workplace fun. In turn, IT sector' experienced workplace fun showed direct effects on their employee performance under three category job satisfaction, task performance, and interpersonal citizenship behaviors. Affected by experienced workplace fun and salience significantly enhanced employees' task performance, Interpersonal citizenship behavior, job satisfaction. In essence, for IT sector employees in their work, workplace fun is a significant factor in their performance. In this study stress used as a mediating variable but it was significantly mediate fun at workplace and employee performance there was some reason for the failure. But stress directly impact on employee performance because the correlation between stress and employee performance is significant. But relationship between fun at workplace and stress is insignificant even though there is a weak positive relationship. When stress increase employee performance will decrease, but fun at workplace is not controlling the stress. So the mediation part is not support to this research.

Keywords: *Workplace fun, Information Technology sector (IT), Employee performance, and Job satisfaction.*