

Does Work Environment Matter for Employees' Productivity in the Public Sector in Sri Lanka?

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The human resource productivity has been identified as a significant national concern because of the inefficiently executed and loss-making state departments and enterprises in the current context of the public sector in Sri Lanka. Accordingly, this study is intended to investigate the impact of work environment on the productivity of Management Assistant employees of Divisional Secretariats by selecting the Anuradhapura District as the study setting. As a quantitative study complemented by explanatory research design the study collected data from 80 Management Assistant employees in Divisional Secretariat Offices in Anuradhapura district by using Stratified Sampling employing a self-completion questionnaire. The questionnaire consisted with two parts and first part was devoted to collect the demographic information of respondents while the second part was devoted to assess the work environment and the productivity of employees using five point Likert scale. The data analysis was performed by using Descriptive Statistics, ANOVA, Correlation and Regression Analysis by using SPSS 21.0 version. As per the findings all the predictors of the model (Physical Environment, Psychological Environment, and Social Environment) explained 20.7 % variation of employee productivity where psychological work environment and social work environment show significant impact on employees' productivity. Thus, it is recommended that employees' productivity can be increased by asserting high consideration on both psychological work environment variables as salary, health and safety, job security and social work environment as communication, performance feed- back, supervisory support, decision making, workplace culture and co-workers in the Divisional Secretariat Offices in Sri Lanka. The implications of the study is important to enhance the productivity of the human resource by placing more concern on both psychological and social work environment variables.

Keywords: Productivity, Physical work environment, Psychological work environment, Social work environment, Public sector employees