

Impact of Employees' Engagement in Sport Activities on Job Performance in Sri Lankan Business Organizations

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With the high competition in the current business world, organizations have extra focused on personnel performance by considering sports. In most of the organizations due to the lack of knowledge about the importance of sports most of the employees are not engaging in sports. In foreign countries, they have understood its importance in relation to employee performance. But in the Sri Lankan context, there were lack of researches relates to impact of employee's Engagement in Sports activities on Job Performance in Sri Lankan Business Organizations with the mediating role of Vigor. Thus, the study mainly attaches with four objectives. First, recognize the existing level of sports engagement, vigorous and job performance of the employees. Second, determine relationships among sports engagement, vigorous and job performance. Third, identify, engage in sports activities impact employees' job performance and finally identify the mediating role of vigorous on the relationship between engagement in sport activities and employee performance. Questionnaires were distributed by using a convenience sampling method to collect primary data from 140 employees in business organizations who are champions and runners up team members of Sri Lanka mercantile playing team games. The data were analyzed using correlation coefficient, Regression analysis, Baron and Kenny mediator analysis method and Sobel test with the support of SPSS 21.0. The findings of the study indicated that employees' engagement in sport activities is positively impact on job performance. Further, it found that Vigorous is significantly and partially mediates the relationship between engagement in sport activities and job performance. The findings of the research support to the businesses to make decisions regarding the improvement of employee's engagement in sport activities as the door to the enhancement of performance and to encourage employees towards sports.

Keywords: Engage in Sport Activities, Employee Performance, Vigorous, Business Organization, Physical fitness