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IMPACT OF JOB DESIGN ON EMPLOYEES SELF JOB PERFORMACE

**(With special reference to private banking sector in
Colombo district)**

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Business Management in Entrepreneurship & Management*



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ABSTRACT

Impact of Job design on Self Job Performance

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Key Words: Job design, Self job performance, Role based performance scale.

Human resource management (HRM) is known as the central business concern, that shapes the behavior, attitudes, and performance of the employees, This study empirically evaluated five Job design dimensions (Skill variety, Task significance, Task identity, Autonomy, Feedback) and impact on the Self job performance of the employees in private bank in Sri Lanka.

The objectives of this study was to investigate the impact of job design on employees' performance in the private bank in Sri Lanka and which factors of job design highly influence on employees' performance in the organizations. The sample consisted of one hundred non managerial level employees working for five banks in Colombo district. The data were gathered by administering questionnaires. Considering the relationship between Job design and employees self job performance, the analysis represents that there is a positive relationship between job design and employees self

job performance. The result was implies that effect of feedback on self job performances higher than other relationships. However the job design plays vital role in job performance accordance with non managerial level employees in private bank.