



**IMPACT OF EMPLOYEES' ENGAGEMENT IN  
SPORT ACTIVITIES ON JOB PERFORMANCE IN  
SRI LANKAN BUSINESS ORGANIZATIONS**

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## ABSTRACT

Due to the high competition in the current business world, businesses have to give an extra consideration about the organizational as well as the personnel performance of its employees. Because of this factor employees' health must be considered more. That is the point where the importance of sports arise. Most of the organizations have understood this fact and has introduced different kinds of sports for their employees. But due to the lack of knowledge about the importance of sports most of the employees are not engaging in these. In foreign countries the situation is different because 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 of the employees. 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 there is positive relationship between employees' engagement in sport activities and 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 business organizations to make decisions regarding the improvement of employee's engagement in sport activities as the door to the enhancement of performance.

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