



**THE IMPACT OF THE PERFORMANCE OF
TYPICAL EMPLOYEES AND ATYPICAL
EMPLOYEES ON OPERATIONAL
PERFORMANCE OF AN ORGANIZATION
(With Special Reference to Fibre Industry)**

This dissertation is submitted as a partial fulfillment of the degree of
Bachelor of Business Management in Entrepreneurship and Management

August, 2019

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ABSTRACT

This study was conducted to measure the impact of the performance of Typical employees and Atypical employees on Operational Performance of an organization. This is done by referring to Fibre based products manufacturing organizations within Gampaha District. Hiring of Atypical employees has been one of the new trends which is rapidly utilize by the manufacturing organizations these days. Hence this study seeks to verify the impact of employment status on the Operational Performance. Employee performance has been categorized into three elements; namely Task Performance, Adaptive Performance and Contextual Performance. There are three research objectives in the study which are based upon above three employee performance elements. The three objectives were to identify the significant difference in Task, Adaptive Performance and Contextual Performance of Typical and Atypical employees on Operational Performance. The respondents were the supervisors of those chosen companies who had both Typical and Atypical employees under their control. A quantitative research was conducted by distributing an adopted questionnaire among 100 supervisors. SPSS was used in analyzing data while statistical tools such as Pearson Correlation, Regression and Descriptive Statistics. The outcome of the study showed that Typical employees has a greater impact on Operational Performance than the Atypical employees.

Key Words – Typical Employees, Atypical Employees, Task Performance, Adaptive Performance, Contextual Performance, Operational Performance