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**THE EXISTING PRACTICES OF PERFORMANCE  
WORK SYSTEM IN APPAREL INDUSTRY OF  
SRI LANKA**

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## ABSTRACT

A high-performance work system (HPWS) can be defined as a specific combination of HR practices, work structures, and processes that maximizes employee knowledge, skill, commitment, and flexibility. It tries to make a new work place which creates a better place to respond to customers, according to the Delarue et al (2004) competitiveness or challenges from companies currently is to deliver quickly to market need and provide quality products and services. In other way it should be respond to market demand and change the demand from customers rather depend on traditional way. The High performance Work system is generally characterized by a set of managerial practices that serve to enhance the involvement, commitment and competencies of the employees. In other words High performance work system is a system that use by managers to increase employees' performances and then achieve their corporate strategies. This study is aimed to identify the existing practices of performance work system in Apparel Industry Sri Lanka and determine the level of performance work system industry is operating. The population of this study is apparel industry Sri Lanka and Katunayaka BOI Free Trade Zone is the sample of the study. Performance work system has evaluate by using following indicators of employee selection and development, employee skills and organizational structure, employee motivation, human resource strategy and performance management as well as research has used descriptive data, pie charts, bar charts, Minitab to analyze the all above indicators. Analysis indicate that there is a moderate

practices of human resource related practices and there is a moderate level of performance work system can be seen in apparel industry Sri Lanka.