

ABSTRACT

This is a study within the perspectives of organizational behavior concepts. The research was designed to study and assess the factors causing employee job engagement in Sri Lanka Transport Board. An attempt was made to identify and assess the effect of employee job engagement towards organizational performance and the variables relating to job engagement of operational level employees of SLTB. As per the research problem identified, which is lack of employee engagement on job performance in SLTB. It is clear that SLTB did not focus all its recourses, towards its mission and therefore it has failed to accomplish its goals. Considering this situation, researcher felt that doing a research in connection with SLTB would enable to prevent possible worst-case scenario in transport sector in Sri Lanka, and it is a national requirement to carry out this kind of research. Research comprised of 4 main objectives namely to study the relationship between job design, culture and rewards with organizational performance and to provide recommendations based on the findings. The overall questionnaire recorded a Cronbach Alpha value of .672 based on the all responses analyzed. It is seen certainly that most amount of people have been within the age cap between 40-49 age who uses up a fragment of 34.1 % with a count of 30 employees. It was securely trailed by the respondents who are over 50 and set with a percentage Of 31.8 % and a quantity of respondents of 28 to be precise. It was proven that all job design, organizational culture and rewards has a significant relationship with organizational performance. Job design variable recorded a P value of 0.00 which can be interpreted as that Job Design has a strong correlation with Organizational performance. A moderate positive correlation which is significant is indicated by the Pearson Correlation of .512. Organizational culture variable recorded a P value of 0,05 which can be interpreted as that organizational culture has a strong correlation with Organizational performance. A moderate positive correlation which is significant is indicated by the Pearson Correlation of .570. As per the verdict of employees, SLTB has to take drastic measures to have more initiatives to recognize the employees. Organizational rewards variable recorded a P value of 0,00 which can be interpreted as that employee rewards has a strong correlation with Organizational performance.

Key words: Employee empowerment, Recognition, Organizational Performance, Culture, Job design.