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**INDIVIDUAL FACTORS AFFECTING
DECLARATION
JOB PERFORMANCE:
THE MEDIATION ROLE OF ORGANIZATIONAL
CULTURE**

by

ERRAN FONSEKA

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Abstract

INDIVIDUAL FACTORS AFFECTING JOB PERFORMANCE: THE MEDIATING ROLE OF ORGANIZATION CULTURE

Erran Fonseka

General Sir John Kotelawala Defence University, Ratmalana, Sri Lanka.

This study investigates the relationship between individual factors and job performance, exploring the mediating role of organizational culture. Job performance is influenced by various individual factors such as skills, knowledge, motivation, and personality traits. However, the organizational culture, comprising of shared values, norms, and practices which an organization, can significantly impact the relationship between individual factors and job performance.

The research utilizes a quantitative approach, using quantitative survey, to collect data from a random sample technique method from employees across multiple organizations in a Sri Lankan context. The quantitative analysis involves measuring individual factors, including work-life balance, job satisfaction, employee engagement, happiness at work, employee performance and organizational culture and effective organizational commitment.

Preliminary findings reveal a positive correlation between individual factors and job performance, indicating that employees with higher levels of skills, motivation, and positive personality traits tend to exhibit better performance. Furthermore, organizational culture acts as a significant mediator, influencing the strength and direction of the relationship between individual factors and job performance. A supportive and conducive culture enhances the impact of individual factors on job performance, while a culture that is non-supportive and inhibiting can weaken or hinder this relationship.

This study highlights the importance of considering both individual factors and organizational culture in understanding job performance. The findings contribute to the existing literature by emphasizing the mediating role of organizational culture and shedding light on the complex interplay between individual and contextual factors. Practical implications include the need for organizations to create a positive culture that aligns with employees' individual characteristics, fostering an environment that enhances job performance. Future research should explore additional contextual factors and investigate the mechanisms through which organizational culture influences individual performance outcomes in more depth.