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Assessment on dimensions of employees' wellbeing and job performances: A case study in apparel industry

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Abstract

The apparel sector has become a prominent source of Gross Domestic Production in Sri Lanka. An escalating number of job opportunities are being created annually enabling access to different age groups of the community. Satisfactory welfare structures in an organization influence the employees' wellbeing and their performance. However, some apparel sector organizations were still evading employees' well-being over profit generation. This study was conducted to assess the welfare facilities and to identify the influence of employees' physical, psychological, and social wellbeing dimensions on their job performances. Primary data were collected using a pre-tested questionnaire through a survey over randomly selected 100 machine operators of an apparel company. The selected performance indicators were employee productivity, job satisfaction, and absenteeism. Both descriptive and inferential statistical methods were utilized to analyze the data. The sample was 76 females and 24 males. The majority 72% were in between the 25-35 age group and the rest 28% were above 35 years revealing a substantial existence of the younger generation in the apparel sector. The results revealed that training and development, allowances and health care were having a significant positive relationship with physical, psychological, and social dimensions of wellbeing. Employees' performance in view of productivity has significantly influenced by physical ($p = 0.000$), psychological ($p = 0.003$) and their social wellbeing ($p = 0.010$). Moreover, employees' job satisfaction also has significantly influenced by physical ($p = 0.004$) and psychological ($p = 0.000$) wellbeing. However, social wellbeing ($p = 0.022$) has not been significantly influenced employees' job satisfaction. In contrast, employees' absenteeism has negatively impacted by the physical ($p = 0.000$), psychological ($p = 0.006$) and social wellbeing ($p = 0.001$) of the employees. In conclusion, training and development, health care, and allowances favorably influence the physical, psychological, and social wellbeing factors of the employees enhancing workers' overall welfare leading towards higher job satisfaction and thereby productivity of the workforce.

Keywords: Employees' performances, Job satisfaction, Physical wellbeing, Psychological wellbeing, Social wellbeing

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