

**A STUDY ON THE FACTORS CONTRIBUTING TO THE
PRODUCTIVITY OF SMALL SCALE TEA PRODUCERS IN UVA
PROVINCE**



BY:

DISSANAYAKE MUDIYANSELAGE LAKSHITHA PRABATH

DISSANAYAKE

REG NO: EU/IS/2015/MS/80

INDEX NO: MS 1830



Project Report
Library - EUSL

A project report submitted to the Faculty of Commerce and Management, Eastern University, Sri Lanka, as a partial fulfillment of the requirement for the Degree of Bachelor of Business Administration (B.B.A).

**DEPARTMENT OF MANAGEMENT
FACULTY OF COMMERCE AND MANAGEMENT
EASTERN UNIVERSITY, SRI LANKA**

2020

**PROCESSED
MAIN LIBRARY, EUSL**

ABSTRACT

The purpose of this research study is to explore the factors contributing to the productivity of small scale tea producers in Uva Province. This research examines the existing levels of human capital, export orientation, management practices and productivity of selected small scale tea producers, the relationships among human capital and productivity, export orientation and productivity, management practices and productivity small scale tea producers. This research study relies on a data set derived its survey of 400 small scale tea producers in Uva Province.

The collected data has been analyzed by using descriptive statistics, correlation analysis and regression analysis. The result indicated that human capital, export orientation, management practices and productivity had high level in the small scale tea producers. Also result indicated a strong positive relationship between human capital and productivity, export orientation and productivity and management practices and productivity. As well as there is significant positive impact of human capital on productivity, export orientation on productivity and management practices on productivity.

Keywords: Human Capital, Export Orientation, Management Practices and Productivity

TABLE OF CONTENTS

ACKNOWLEDGEMENT.....	i
ABSTRACT	ii
TABLE OF CONTENTS.....	iii
LIST OF TABLES.....	vii
LIST OF FIGURES.....	ix
ABBREViations.....	x
CHAPTER -1 : INTRODUCTION.....	1
1.1 Background of the Study	1
1.2 Problem Statement / Research Gap.....	2
1.3 Research Questions	4
1.4 Research Objectives	4
1.5 Significant of the Study	4
1.6 Scope of the Study	5
1.7 The Organization of the Chapter.....	5
1.8 Chapter Summary.....	6
CHAPTER -- 2 : LITERATURE REVIEW.....	7
2.1 Introduction.....	7
2.2 Productivity.....	7
2.2.1 Productivity Analysis Model.....	9
2.3. Human Capital	10
2.4. Export Orientation.....	11
2.5 Management Practices.....	12
2.6 Relationship between Human Capital and Productivity.....	13
2.7 Relationship between Export Orientation and Productivity	13
2.8 Relationship between Management Practices and Productivity	14
2.9 Chapter Summary.....	14

CHAPTER – 3 : CONCEPTUALIZATION AND OPERATIONALIZATION . 15

3.1 Introduction.....	15
3.2 Conceptual Framework	15
3.3 Definitions of Variables	16
3.3.1 Human Capital.....	16
3.3.2 Export Orientation	16
3.3.3 Management Practices	17
3.3.4 Productivity	17
3.4 Operationalization	18
3.5 Hypothesis	19
3.6 Chapter Summary.....	19

CHAPTER-4 : RESEARCH METHODOLOGY..... 20

4.1 Introduction.....	20
4.2 Research philosophy	20
4.3 Research Approach	21
4.4 Research Strategy	21
4.5 Methodological Choice	22
4.6 Time Horizon	22
4.7 Research Site / Area Selection.....	22
4.8 Population of the Study	22
4.9 Sampling Technique/Method.....	23
4.10 Sampling Framework and Sample Size.....	23
4.11 Method of Data Collection and Source	23
4.11.1 Primary Data.....	24
4.11.2 Secondary Data.....	24
4.12 Research Instrument	24
4.12.1 Personal Information of Respondents	24

4.12.2 General Research Information.....	24
4.13 Source of Measurement	25
4.14 The Pilot Study.....	25
4.15 Reliability Test.....	26
4.16 Unit of Data Analysis	27
4.17 Methods of Data Analysis	27
4.18 Method of Data Evaluation.....	27
4.18.1 Univariate Analysis (Descriptive Statistics).....	27
4.18.2 Bivariate Analysis (Inferential Statistics)	28
4.19. Chapter Summary.....	30
CHAPTER-5 : DATA PRESENTATION AND ANALYSIS.....	31
5.1 Introduction.....	31
5.2 Analysis of Reliability.....	31
5.3 Data Presentation	32
5.3.1 Data Presentation for Personal Information	32
5.3.2 Data Presentation for the Research Variables	35
5.4 Chapter Summary.....	47
CHAPTER – 6 : DISCUSSION.....	48
6.1 Introduction.....	48
6.2 Discussion on General and Personal Information	48
6.2.1 Gender	48
6.2.2 Status.....	48
6.2.3 Age Group	48
6.2.4 Experience	49
6.2.5 Education Level.....	49
6.3 Discussion Research Information	49
6.3.1 Discussion of First Objective	49

6.3.2 Discussion of Second Objective	50
6.3.3 Discussion of Third Objective	52
6.4 Chapter Summary.....	54
CHAPTER – 7 : CONCLUSIONS AND RECOMMENDATIONS	55
7.1 Introduction.....	55
7.2 Conclusions.....	55
7.2.1 First Objective of the Study	55
7.2.2 Second Objective of the Study	56
7.2.3 Third Objective of the Study	56
7.3 Contribution of the Study	56
7.4 Recommendations	57
7.5 Limitations of the Study	57
7.6 Future Research Directions.....	58
APPENDIX-1 : ENGLISH QUESTIONNAIRE	65
APPENDIX-2 : SINHALA QUESTIONNAIRE	68
APPENDIX-3 : THE OUTPUT OF THE DATA ANALYSIS	71