

**INFLUENCE OF ERGONOMICS RISK FACTORS ON
EMPLOYEES' JOB INVOLVEMENT IN TOY MAKER
COMPANY AT MADURANKULIYA**



By

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ABSTRACT

Main objective of this study is how ergonomics risk factors impact on employees' job involvement based on toy maker company in Madurankuliya. This study was basically benefitting the higher management of the Toy maker company. The findings of this study will serve as a basis for these future researchers. With the use of the results of this study the management can be controlled the ergonomics risk factors that affect to the employees' job involvement within the organization and outside of the organization. It helps to determine what are the real situations and problems that staff members and other workers faced while performing their jobs. The way the organization treats its employees affect their beliefs, feelings, attitudes, and behaviors. When employees are not treated fairly, they exit from their organizations.

This study ergonomics risk factors (force, repetition, awkward posture and static posture) are independent variable and employees' job involvement is dependent variable. In accordance with literature review and findings, there are literature and empirical knowledge regarding the relationship and impact of ergonomics risk factors and job involvement. This study was conducted to fill these gaps with three objectives among the employees of toy maker company in Madurankuliya. Based on literature review, the conceptual model of this was established and tested by collecting the data from 289 employees of toy maker company. The sample was chosen through simple random sampling method. This study is quantitative and structured questionnaire was used to gather the relevant data and the data were analyzed using univariate analysis and bivariate analysis were used.

Results showed that ergonomics risk factors (force, repetition, awkward posture and static posture) has strong negative relationship with employees' job involvement. Also, ergonomics risk factors significantly impact on employees' job involvement. This study is quantitative and structured questionnaire was used to gather the relevant data and the data were analyzed using univariate analysis and bivariate analysis were used.

Key words: Ergonomics risk factors, Employees' job involvement

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