

**“THE IMPACT OF HIGH PERFORMANCE WORK PRACTICES  
ON EMPLOYEES’ JOB PERFORMANCE”**



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## ABSTRACT

In the contemporary business environment, organizations have to carry out their business activities in more competitive way. One of the biggest challenges faced by the modern Organizations is to gain competitive advantage over the other competitors in the market. To gain competitive success organizations utilize various resources such as human resource is unique due to its special characteristics. Today most of the organizations understand the importance of managing human resources effectively and efficiently to become successful. The aim of the present study was to establish the effect of high performance work practices on employees' job performance of commercial banks in Mahiyanganaya Divisional Secretariat in Badulla District. This study specifically looked at the effect of selected practices and how its impact on the overall employee performance.

The target population is selected employees of Commercial Banks in Mahiyanganaya Divisional Secretariat in Badulla District. The target population are 120 employees and the study is used all population (120 employees) for a sample. Data are collected using questionnaires and analyzed using descriptive statistics such as frequencies, Correlation and regression analysis are done to establish the relationship between various HPWPs and employee job performance. The result shows that the level at selected Commercial Banks in Mahiyanganaya Divisional Secretariat in Badulla District. Overall finding from this study, there is a strong positive relationship between High Performance Work Practices and Employees' Job Performance selected Commercial Banks in Mahiyanganaya Divisional Secretariat in Badulla District. Lastly, the regression analysis between High Performance Work Practices and Employees' Job Performance indicated that 43% of total variance of Employees' Job Performance was explained by High Performance Work Practices. Therefore, there are some practices would be developed to enhance the High Performance Work Practices and Employees' Job Performance selected Commercial Banks in Mahiyanganaya Divisional Secretariat in Badulla District.

**Keyword: High Performance Work Practices, Employment Security, Training and Development, Performance Appraisal, Employee Participation, Information Sharing, Employees' Job Performance**

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