

JOB ATTITUDE AND WORKERS' PERFORMANCE

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ABSTRACT

Human attitudes are reflected from the emotion and feelings. Those job attitudes are highly influenced on workers performance. So it is important to identify type of attitude. If it is positive tries to retain or if it negative find the way to reduce. So this study is conducted to enhance our understanding of job attitudes how influence on workers' performance of tea pluckers in Nuwara Eliya District.

In this research, the job attitudes were determined by mainly three variables such as job satisfaction, job involvement, and organizational commitment. The researcher formulated research problem as "How job' attitudes impact on workers performance of selected tea pluckers in Nuwara Eliya District?"

To conduct this research, the 150 permanent tea pluckers were selected in tea plantations of Nuwara Eliya district. Data were presented and analyzed by using SPSS 19.0 statistical tool. The analysis such as mean standard deviation and frequency tables and correlation and regression analyses were used to test the impact of job attitudes on workers' performance.

According to the analysis, there is a moderate level satisfaction among the tea plantation workers. At the same time, there is a moderate level of commitment and high level of job involvement and overall attitude perception among the tea pluckers. There is a positive relationship between job attitudes and workers' performance and attitudes were highly impact on performance.

In this view, the researcher attempt to say that, Steps which tea plantation administrators and managers need to can take to improve job satisfaction and maintain attitude stability are suggested for achieving high level of workers' performance.

Key Words: Job Satisfaction, Job Involvement, Organizational Commitment, Job Attitude and Job performance

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