

# **The Impact of Competency on Job Performance of Executives in Apparel Industry in Matale District in Sri Lanka**

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## **Abstract**

With the development of information technology and effect of globalization, every business organizations have to face challenges and they have to attain organizational goals within a competitive environment. This fact directly affects the apparel organizations of Sri Lanka and they need to enhance organizational performance through the effective job performance of employees. The culture of Apparel organizations has been transformed into performance-based culture so apparel organizations need to have employees who can perform at their full potential. Considering Sri Lankan context there is no sufficient evidence to identify the effect of competency on executive's job performance. And also there is a scarcity of published evidence related to the impact of competency on job performance of executives in apparel industry in Matale district in Sri Lanka. Hence, this study aims at examining the impact of competency on job performance of executives in apparel industry in Matale district in Sri Lanka. The independent variables were knowledge, skill and attitude and dependent variable was job performance. Data were collected using a structured questionnaire from 50 executives' within apparel industry in Matale district in Sri Lanka using stratified random sampling technique. Hypotheses were tested using correlation and multiple regression analysis. According to the correlation analysis results, there is a significant and a positive relationship between knowledge, skill, and attitude and job performance. The regression analysis results found that a clear positive impact of knowledge, skill and attitude on job performance of executives. All three significant values are below 0.05. Therefore three hypotheses of this study are accepted. Finally the results of this study show that the competency of executives of apparel industry in Matale districts has significant positive impact on job performance of executives. It was recommended not only for executives of the selected apparel industry in Matale district and it is important for managers to identify the factors that affect to build up the knowledge, skill and attitude, as well as very significant to HR Department. Furthermore, this can use to make correct decisions, solve problems, recruit right person and do other activities successfully.

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