

# IMPACT OF HIGHER WELLBEING AND EMPLOYEE ATTITUDE FOR PRODUCTIVITY IN SRI LANKAN CENTRAL PROVINCE MANUFACTURING SECTOR

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## 1. Introduction

The manufacturing sector in Sri Lanka, is a significant contributor to the country's economic growth. This study examines the impact of higher wellbeing and employee attitudes on productivity and to identify key factors that drive motivation, reduce absenteeism, and improve overall output in central province manufacturing sector.

## 2. Research Methodology

The research adopted a mixed methods approach combining qualitative and quantitative to achieve a comprehensive understanding of the study. A total of 100 employees from selected companies were surveyed using structured questionnaires. Additionally, focus group interviews were conducted to gain qualitative insights into how wellbeing initiatives influence workplace dynamics and performance. The data were analyzed using regression analysis. Thematic coding for qualitative data.

## 3. Findings and Discussion

The findings indicate a positive correlation between employee wellbeing and productivity. Quantitative analysis revealed that wellbeing factors contributed significantly to variations in productivity levels, with emotional wellbeing such as stress reduction and emotional resilience being the most influential. Furthermore, qualitative data from focus group interviews suggested that organizations that implemented supportive wellbeing programs such as flexible work hours, mental health support, and wellness initiatives saw improved employee morale and performance.

## 4. Conclusion and Implications

This research underscores the critical role of employee wellbeing in driving employee productivity. The evidence demonstrates that organizations that invest in physical, emotional and psychological health of their employees are likely to experience higher levels of engagement, job satisfaction and productivity. First, those companies should implement comprehensive wellbeing programs, focusing on both physical and mental health, to improve overall employee satisfaction and reduce burnout. Second managers should be trained to provide timely support including access to counseling and flexible work options.

**Keywords:** Employee attitude, Employee wellbeing, Productivity, Manufacturing sector, Sri Lanka