

THE EFFECT OF MUSIC LISTENING ON WORK PERFORMANCE

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Effective utilization of human resource is the main focus of Human Resource Management (HRM) of organisations irrespective of their nature. Creating a working environment that eases the mind of workers reducing their work related stresses is one of the strategies in HRM. Playing background music is taken in to the consideration by most of the organisations especially in service organisations with the expectation that it will reduce the work place stresses and improve the performance. However, the effect of music on employees' performance is least attended by the researchers particularly in manufacturing organisations. This study was aimed at examining the effect of background music on performance of the employees of garment manufacturing firms in Sri Lanka. The hypothesis has been developed to fulfil the major objective of identifying effect of music listening to the work performance. The sample size of this study was 50 machine operators and data was collected by distributing well-structured questionnaire for same sample of employees in two times as before and after music listening. Sample respondents listened to the relaxation music for two weeks. Mean comparison test and regression analysis were used for the analysis of the data. It was found that background music has a profound effect on the performance of the respondents. Correlation of before music listening and work performance is 0.796 and after music listening and work performance is 0.590. Mean of before music listening work performance is 34.945 and after music listening work performance is 28.742. The recommendations for the study are, first discuss with employees, to use of fast rhythm songs, to use more music rhythms, to consider preference of employees and to change the music based on the situation. This study proved the fact that employee performance is affected by using of background music.

Keywords: Music listening, Relaxation, Work environment, Stress, Work performance