

IMPACT OF LIFESTYLE AND HEALTH ISSUES ON ORGANISATIONAL PERFORMANCE: EVIDENCE FROM YOUNG EXECUTIVES OF PRIVATE SECTOR FIRMS IN COLOMBO DISTRICT

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The purpose of this study was to investigate how a busy lifestyle causes health issues among young executives in Sri Lanka and to assess their repercussions on organisational performance. Lifestyles are group specific forms of how individuals live and interpret their lives in a social context. Lifestyles link social structure to attitudes and behaviour patterns of people living in a society. Changes in eating habits and lifestyles resulting from industrialization, urbanization, economic development and market globalization, have significant impact on the health and nutritional status of the population. Changing in life styles and health issues of young executives might influence to decrease employee's performance level and ultimately reduce the organisational performance. The views of 200 respondents (N=200) were selected from private sector firms in the Colombo district. A structured questionnaire was arranged based on associations predicted in the conceptual model. Respondents were given the chance to fill the questionnaire online or to fill the hard copy of the questionnaire. There have been positive consequences in terms of inappropriate dietary patterns and decreased physical activity and a corresponding increase in diet-related chronic diseases. Approximately 51% of the respondents were in a risk level of being victims of non-infectious diseases. Moreover, 10% of the respondents were so vulnerable to the health issues. The most common non-infected diseases were (chronic disease) *diabetes, asthma, osteoporosis, heart disease, kidney diseases, and infertility*. Most of the health issues were significantly correlated with lifestyle changes among young executives. Health issues are bound to decrease organisational performance. Eating disorder, insufficient exercises and lack of sleeping, hectic job life, and mental depression were highlighted as the main factors causing health issues. There was a strong correlation between body mass *index (BMI)*, and dietary patterns. These findings provide insight to the management to develop and enhance better working environment for their employees in order to increase organisational performance.

Keywords: Health Issues, Life Style Changes, Organisational Performance

