

## **The Role of High-Performance Work Practices on Employees' Innovative Work Behaviour: Evidence from Hospitality Industry in Colombo District**

I Maheshika<sup>1#</sup>, K Rajarathnam<sup>1</sup> and SD Weerawardane<sup>1</sup>

<sup>1</sup> *Horizon Campus*

#imanjali@horizoncampus.edu.lk

The objective of this study is to strengthen the role of high-performance work practices (HPWP) and provide an in-depth analysis to reveal these practices and the innovative work behaviour of employees in the hotel industry in Colombo District. (EIWP) Associate. To achieve this goal, we collected responses through a structured questionnaire to assess the impact of efficient work practices on employees' innovative work behaviours. These samples were selected by convenience sampling methods assuming that the data obtained from samples of 307 employees of the Colombo district hotel industry were examined. Empirical analysis of data collected from employees and high-performance work practices have a significant and positive impact on employees' innovative work behaviour (IWB). This research is meaningful to Sri Lankan companies and can increase employees' understanding of HR practices and innovative behaviours and ultimately see their impact on employee productivity.

**Keywords:** *High Performance Work Practices (HPWP), Employee Innovative Work Behaviour (EIWB), selection and recruitment, training and development*