
IMPACT OF INTERPERSONAL RELATIONS ON CAREER SUCCESS OF SRI LANKAN MANAGERS IN THE PRIVATE SECTOR

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ABSTRACT

This study set out to examine two hypothesised relationships. First, it was argued that the career success of managers in Sri Lanka's private sector is positively related to the intensity of their interpersonal relations as defined by the character of networks they have developed, and their attitudes to networking. Second, it was argued that the intensity of interpersonal relations had a stronger impact on their career success than their task performance abilities. The survey was based on a questionnaire administered upon forty senior managers in the private sector. Findings of the study tended to negate the first hypothesis, while the second hypothesis too was not supported. It would appear that the career success of Sri Lankan managers depends largely on hitherto unspecified factors. An explanation based on power distance and need for personal power is proposed as an alternative thesis.