

**SELF-MANAGED TEAMS AND  
ORGANISATIONAL PERFORMANCE  
The Experience of Asian Cotton Mills Ltd.,  
Sri Lanka**

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**ABSTRACT**

Productivity is a matter of the highest importance for organisations today as they are forced to operate in an increasingly competitive environment. This paper documents the experience of Asian Cotton Mills Ltd., (ASCOT) in operating Self Managed Teams (SMTs) as a management innovation to meet the challenge of competition. The gains achieved by way of higher employee motivation, productivity and output and the lessons to be learnt from the project are described in this paper.

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