

ED.AGR.2

**IDENTIFICATION OF FACTORS DETERMINING THE WORK  
EFFICIENCY OF UNIVERSITY ACADEMIA****L. D. B. Suriyagoda, W. A. P. Weerakkody, L. H. P. Gunarathne***Department of Crop Science, Faculty of Agriculture, University of Peradeniya*

The “Academic freedom” is unique in the sense of permitting and motivating innovative thinkers from the academic communities to make inventions. Hence, in a way it is considered to be a shield against the inability, inefficiency and dogmatism that exist within the system. This is very common in the university systems in Sri Lanka and other developing countries in which the academic programs constantly suffer from lack of resources and thus operate at a sub-optimal level. Therefore, a survey was conducted to study the causes of low-productivity of a representative academic institution in Sri Lanka, the University of Peradeniya. The main focal areas were the degree of commitment and job satisfaction of the academics as a function of socio-economic pressures on their work and life. The results revealed a medium level productivity. In comparison to research and outreach activities, teaching contributed more to productivity. The reasons determining productivity were mostly institutional and non-personal.

This paper highlights the need for an immediate remedy to improve the organizational management and macro features of the socio-economic structure in the University system.

*Funding: University Research Grant RG/2011/8/Ag*