



**Effect of management practices on the organizational performance: A case study of multipurpose cooperative shop (MPCS) in Kamburupitiya**

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The cooperative enterprises began with a valuable concept name “one to all-all to one”. Multipurpose co-operative society (MPCS) is one of the functioning primary co-operative society units which have been established in all over the country and present number of functioning multipurpose co-operatives in Sri Lanka is the 305. There are many reasons affect for the performances of the different business operations of the MPCS which has a same potential for the profit earning. Among those different reasons, management practices followed by the each unit managers heavily affected for the business development, since it is Managers are the main decision makers. The study was carried out with Kamburupitiya MPCS using two business operations units of the society which earn comparatively highest and lowest profit level. The objectives of the study were: To ascertain the factors affecting for the business development of MPCS, to identify the effect of management practices for the business performance of the MPCS and to recommend the solutions for the effective business development system for MPCS .The sample size were 60 represented 30 from each units and target sample was the non managerial employees of each units. The primary data collection mainly through the interview method using semi structured questionnaire and managers of two respective two units were personally interviewed using another semi structured questionnaire. The study reveled that Management style of the each business units was highly affected for the business performances and bank management show better skills on technical aspects, interpersonal aspects, conceptual and diagnostic skills and decision making skills. And also bank management followed the team work management style and other service is followed participative management style. There was a significant impact of management style for the performances of the business unit.

**Keywords:** cooperative society, business units, management styles