

The Relationship between Organization Culture and the Retention of Operational Level Employees in Polytex Garments Limited

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Organization culture is one of the major determinants of employee retention in all organizations. Matching organization culture with employee's necessities is very essential for obtaining maximum contribution of employees towards organizational objectives. Therefore it is needed to identify the relationship and the impact of organization culture towards retention of employees. Hence, the main focus of this study is to identify the impact of organization culture on the retention of employees, working at Polytex Garments Ltd and understand the degree of its impact.

The study was conducted among the sample of 60 operational level employees who are in Polytex Garments Ltd, Yakkala, where the response rate was 100%. Respondents were asked to indicate their preference on five point Likert scale. Data analysis was conducted by using Statistical Package for Social Sciences (SPSS 20.0) using the statistical techniques such as mean, correlation & Regression analysis.

Findings of the study indicate that there is a positive relationship between organization culture and the retention of operational level employees. That means Polytex Garments Ltd can use their culture to influence the retention of its operational level employees.

Keywords: *Organization Culture, Retention of Operational Level Employees*