

**RARE**

**IMPACT OF EMPLOYEE HAPPINESS ON EMPLOYEE RETENTION  
AT GEM AND JEWELLERY RESEARCH AND TRAINING INSTITUTE  
IN SRI LANKA**

By

**WELIHENA VITHARA NADEESHA NIWANTHI**

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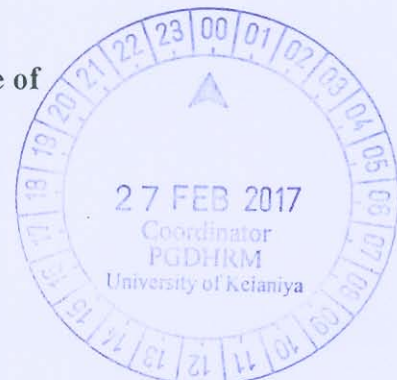
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**Thesis Submitted to the Faculty of Graduate Studies,**

**University of Kelaniya , Sri Lanka**

**In partial Fulfillment of the Requirement for the Degree of**

**Master of Human Resource Management**



## **ABSTRACT**

**OF**

**Thesis Presented to the Senate of University of Kelaniya in partial fulfillment of the  
Fulfillment of the Requirement for the Degree of Master of Human Resource Management**

**IMPACT OF EMPLOYEE HAPPINESS ON EMPLOYEE RETENTION  
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Employee happiness is more important for the organization because happy employees are more creative and results oriented, they retain with the organization for long time. Employee retention is one of the challenging issues faced by corporate leaders in any industry as the performance of any business unit depends on its employees. The ability to retain talented and committed employees contributes significantly to the success of the business. With that basis the purpose of the research is to examine the impact of employee happiness on employee retention with special reference to Gem and Jewellery research and training institute in Sri Lanka

For the selected sample which is 60 employees of Gem and Jewellery research and training institute, well-structured questionnaire were distributed and the results gathered from the responses were analyzed in order to get a meaningful conclusion. The selected method for sampling in this research is random sample from Gem and Jewellery Research and Training Institute . Data were collected using both primary and secondary sources. Primary data were collected through questionnaires. The data was analyzed using SPSS, test applied was correlation.

A conceptual framework was designed and relationships among its constructs (employee happiness and employee retention) were hypothesized. Employee happiness is considered as independent variable and employee retention is considered as dependent variable. The hypotheses which are tested based on the individual happiness, work-life balance, and managerial behavior, working environment, salary and position stress. According to the findings the entire hypothesis was accepted. All the variables are having strong relationship.

Findings suggest that employee happiness has strong impact on employee retention in Gem and Jewellery research and training institute. This research can be beneficial for the parties especially for the Gem and Jewellery research and training institute, people who are more concern on Human Resource Management, students and future researchers.

**Keywords:** Employee Happiness and Employee Retention