

**RARE**

**IMPACT OF JOB RELATED FACTORS ON  
TURNOVER INTENTION OF OPERATIONAL LEVEL  
EMPLOYEES IN APPAREL INDUSTRY  
IN SRI LANKA**

By

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## ABSTRACT

Labour turnover intention of operational level employees has been of serious concern to managers in the face of ever increasing high rate of employee turnover in the apparel industry in Sri Lanka today. The objective of this study was to examine the effect of job related factors on Turnover intention of the operational level employees in the apparel industry.

This study is quantitative in nature. The population of the study covers operational level employees in a leading apparel factory in Sri Lanka taking to consideration of 80 numbers as sample size. The simple random sampling method was used to select the sample. Structured multiple-choice questionnaire was distributed among the selected sample of employees

SPSS (Statistical Package of Social sciences) software package was used to analyze the data. To analyze the demographic factors frequencies, percentages and Graphs and Pie-charts were used to analyze demographic factors. ANOVA, t-test, Coefficient, Pearson Correlation and regression analysis were done to test the hypothesis

Results revealed that the Working conditions, Workload, Promotional opportunities, Remuneration are the significant predictors of the operational level employees' turnover intention. Turnover intention is significantly and negatively correlated with working conditions and promotional opportunities

Finally, the study concluded that improving job related factors will positively contribute to the organizational objectives and goals and ensure the retention intention

**Key words:** Turnover Intention, Determinants of turnover intention, Apparel industry, Job related factors, operational level employees