

The Impact of Person-Environment Congruence on Employee Retention Intention of Machine Operators in Selected Apparel Firms in Gampaha District, Sri Lanka

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This study examined the impact of person-environment congruence (i.e., employee-organization congruence, employee-job congruence and leader-follower congruence) on employee retention intention of machine operators in apparel companies. Data were collected through a structured questionnaire. Convenience sampling technique was applied to select the sample, and the final sample consisted of 88 machine operators from two apparel firms in Gampaha district in Sri Lanka. The data was analyzed using the computer based statistical data analysis package, SPSS (Version 23.0). Findings revealed that there is a significant impact of Employee-organization congruence, Employee-job congruence and Leader-follower congruence on employee retention intention. Furthermore, results indicated that employee-organization congruence was highly impact on employee retention.

Keywords: *Employee-organization Congruence, Employee-Job Congruence, Leader-Follower Congruence, Employee Retention Intention*

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