

The Impact of Welfare Facilities on Employee Retention: A Study of Operative Level Employees in the Apparel Industry

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The purpose of this study was to identify the impact of welfare facilities on the employee retention of operative level employees in apparel industry in Sri Lanka. The study was quantitative and a cross-sectional survey design was followed. Data were collected using convenience sampling technique and 120 operation level employees who are working in the selected apparel organization were selected. The data were analyzed using the computer based statistical data analysis package, SPSS (Statistical Package for Social Science) and Correlation and Regression analysis were used as analytical tools. Findings of the study revealed that employee welfare facilities positively and significantly impact on employee retention and there is a positive relationship between employee welfare facilities and employee retention. As a significant factor, welfare facilities should be enriched by the management to retain employees in the organization.

Keywords: *Employee Welfare Facilities, Employee Retention, Operative Level Employees, Apparel Industry*

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