

An Empirical Study on Factors Causing the Less Motivation Behavior of Operational Level Employees in the Apparel Industry of Sri Lanka; With Reference to Embilipitiya Area

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This study focuses on the factors causing to less motivation behavior of operational level employees in the apparel industry in Embilipitiya, Sri Lanka. Data were collected from 100 lower level employees of garment factory by using structured questionnaires. The applied sampling technique was simple random sampling method. The data were analyzed using descriptive statistics, one way ANOVA test, and Pearson correlation and regression analysis. Findings revealed that salary, working conditions, supervision and organization policies caused to employees motivation. Accordingly, the study suggests to strengthen these factors to enhance motivation of lower level employees.

Keywords: *Employee Motivation, Lower Level Employees, Apparel Sector*

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