

## **Impact of Transformational Leadership on Employee Engagement: A Study Based on a Leading Apparel Manufacturing Company in Sri Lanka**

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This research investigates the impact of transformational leadership on employee engagement in the context of the Sri Lankan apparel industry. In today's competitive and globalized information culture, maintaining a competitive edge requires organizations to attract and retain talented working, inspiring them to reach their full potential. The study explores the dynamics of employee engagement in the apparel sector, emphasizing the role of transformational leadership in fostering a positive work environment. The apparel sector in Sri Lanka, a significant contributor to the country's economy, faces challenges related to employee disengagement factors, including negative perceptions of the industry poor working attitudes. Against this backdrop, the study aims to fill a crucial research gap by examining the impact of transformational leadership on employee engagement in the Sri Lankan apparel industry, specifically within ABC. Data were collected through a standard questionnaire from 249 executive-level employees working at the ABC Company in Biyagama. Simple regression analysis was used to test the study hypotheses, and SPSS version 23 was employed to analyze the collected data. In conclusion, the study sheds light on the transformative leadership practices that can positively influence employee engagement in the Sri Lankan apparel industry. The findings hold practical significance for ABC and other industry stakeholders, guiding efforts to enhance employee satisfaction, productivity, and overall organizational success. Future research avenues include expanding the study to enhance employee satisfaction, productivity, and overall organizational performance.

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