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Degree of Workers' Moral and Labour Turnover
of Garment Industries in Katunayaka Free Trade Zone

By

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A dissertation submitted to the Master of Commerce Degree Programme of the Department of Commerce and Financial Management of the Faculty of Commerce and Management Studies, University of Kelaniya in partial fulfillment of the requirements for the Master of Commerce Degree

M. Com (Master of Commerce) Degree Programme
Faculty of Commerce and Management Studies
University of Kelaniya
Sri Lanka

November 2003

Registration No: RP/M.com/93/008

ABSTRACT

Garment industries play an important role in Sri Lankan economy and captured a vast majority of the total labour market in Sri Lanka. In order to compete with foreign market; efficiency, effectiveness and smooth production process is vital. But high labour turnover is a crucial problem in garment industries. Researcher argues that there is a close link between worker morale and labour turnover. Through this study, an attempt is made out to find the reasons for reduced employee morale and for increased labour turnover in garment industries.

For this purpose a sample of 200 respondents were selected from 10 garment industries for the study. Data was collected through questionnaire, interviews and investigations. Data was evaluated using descriptive and inferential statistics. Hence with these findings, it is reported that there is a low degree of employee morale and there is a negative relationship between employee morale and labour turnover of garment industries within the KFTZ.

In addition to that it was found out that personal factors are not significantly affected to change EM as the organizational factors. All the organizational factors are significantly related to change the EM. Out of those factors, benefits, promotions, management assistance, working conditions and social conditions are highly related with EM. So it is the responsibility and accountability of the top management to construct a better environment through all the organizational factors for enriches the degree of workers' morale and eliminates the LTO.

In addition to that this study attempts to imply the suggestions to improve employee morale and reduce labour turnover to the required sectors.