ABSTRACT

Human resource is considered to be among the most important asset of every organization as they determine organizational success and productivity. High level of employee turnover among operational level employees has been identified as a contemporary management issue which can be seen common in apparel sector in Sri Lanka resulting both intangible and tangible costs to the company. This results also in companies failing to complete planned production on time facing difficulties. This research looked into how and what extend garment manufacturing industry can increase productivity of assembly lines through improving employee retention for achieving competitive advantage in market place. The topic of this research is determinants of turnover intention of sewing machine operators in apparel industry in Sri Lanka. The core objective of the study was to formulate recommendations on minimizing of employee turnover intention of sewing machine operators in apparel industry in Sri Lanka. Five secondary objectives made according to the independent variables to identify effects of employee age, employee educational level, marital status, sex (gender) and family influence factors for employee turnover intention of sewing machine operators in apparel industry. Literature indicated that the employees are influenced by employee age, education level, marital status, sex, and family influence factors on labour intention to leave the organization. The selected sample consists of 100 simple randomly selected employees. The questionnaires were circulated to each employee in the sample. Initially, the obtained responses from firms illustrated using bar charts. Then the collected responses are converted into sensible information and analyzed through the SPSS package according to the standard significance level. Employee turnover is used as the dependent variable while employee age, educational level, marital status, sex (gender) and family influence factors as independent variables. Finally study concluded that marital status factor and family influence factor independent variables are significantly influence while age factor and gender factor independent variables are moderately influence to the employee turnover and educational level factor is not significantly or moderately affected to the employee turnover and this independent variable may be affected with other independent variables indirectly which not discuss it this study.

Keywords: Apparel Industry, Employee turnover. Turnover intention, Machine operators.