

**A STUDY ON FACTORS AFFECTING MANAGERIAL
AND EXECUTIVE TURNOVER INTENTIONS IN
APPAREL INDUSTRY: SRI LANKA**

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DECLARATION

“I declare that this is my own work and this thesis / dissertation does not incorporate without acknowledgement any material previously submitted for a Degree or Diploma in any other University or institute of higher learning and to the best of my knowledge and belief it does not contain any material previously published or written by another person except where the acknowledgement is made in the text.

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Date:

ABSTRACT

Significantly, Managing Employee turnover is an essential element to the continuing growth of any Business or the Organization around the world. Before taking any actions to avoid Employee turnover, it is a must to look upon Employee Turnover intention and the reasons for such intention. In this Research study,

200 Managerial and Executive Employees were selected from the Garment Factories which are situated in the Free Trade Zone, Katunayake where most of the Garment Factories in Sri Lanka are situated in that Geographical area. It is always hard to identify the inner feeling of anyone, in the same manner, selected subject of the research also deeply goes into the inner feeling of the above said set of employees on what level of turn over intention they have on their jobs. In order to measure the above which is a critical fact, properly designed structured questionnaire was used to measure the levels and how the employees feel about each factor.

Data was collected using random sampling technique and then coded. After coding process, Data analysis was completed through SPSS and Microsoft Excel. Descriptive and inferential statistics used for the study. Also it should be noted that the reason for selecting such a complex topic is to bring the real situation into light where most of the time inner feelings of the employees who are in front end of hierarchy are not considered when making policies or implementing strategies. Therefore it is very important to note that fact and give some suggestions to the top management of the Garment Factories about how the executive employees “feel” about their jobs.

DEDICATION

I dedicate this thesis to my parents. Without their patience, understanding, support, the completion of this work would have not been possible.

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TABLE OF CONTENTS

Declaration	i
Abstract	ii
Dedication	iii
Acknowledgement	iv
1 Introduction	
1.1 Background of the study	1
1.1.1 Appeal industry in Sri Lanka	1
1.1.2 Employee turnover in appeal industry	2
1.2 Research problem of the study	3
1.2.1 Justification of the research problem	4
1.3 Research objectives of the study	6
1.3.1 Main objective	6
1.3.2 Specific objective	6
1.4 Significance of the research	7
1.4.1 practical significance	7
1.4.2 academic significance	7
1.4.3 personal significance	7
1.5 Scope of study	8
1.6 Limitations of the study	8
1.7 Chapter outline of the study	9
2 Literature review	
2.1 Introduction to Literature Review	10

2.2	Strategic value of human resource in apparel industry	10
2.3	Introduction to Employee turnover intention in the organization	11
	2.3.1 Factors affecting to employee turnover	12
	2.3.2 Consequences of turnover intention	13
2.4	Organizational Politics	15
	2.4.1 Organizational politics and turnover intention	16
2.5	Definition of Job satisfaction	16
	2.5.1 Remuneration package for employees (Including bonus and incentives)	17
	2.5.2 Employee motivation	18
	2.5.3 Employee mental fitness	19
	2.5.4 Job stress and Work load	19
	2.5.5 Employee welfare and facilities	20
	2.5.6 Job satisfaction and Employee turnover intention	21
2.6	Organizational commitment	21
	2.6.1 Affective commitment	22
	2.6.2 Continuance commitment	22
	2.6.3 Normative commitment	23
	2.6.4 Employee commitment and Employee turnover intention	23
2.7	Training / development and Employee turnover intention	23
2.8	Future career perspective and employee turnover intention	24
2.9	Perceived managerial support and employee turnover intention	25
2.10	Importance of exploring factors affecting managerial and executive turnover intentions in apparel industry-Sri Lanka	26
2.11	Summary of Literature review	27

3	Research design & methodology	
3.1	Conceptual Framework of the study	28
3.2	Operationalization of variables in the study	29
3.3	Rationalization of variables	30
3.4	Research concepts in the study	30
3.5	Hypotheses of the study	31
	3.5.1 Hypotheses 01	31
	3.5.2 Hypotheses 02	32
	3.5.3 Hypotheses 03	32
	3.5.4 Hypotheses 04	32
	3.5.5 Hypotheses 05	32
	3.5.6 Hypotheses 06	33
	3.5.7 Hypotheses 07	33
3.6	Research Design of the study	33
	3.6.1 Research Approach	33
	3.6.2 Purpose	33
	3.6.3 Time horizon	34
	3.6.4 Research Strategy	34
	3.6.5 Unit of analysis	34
	3.6.6 Population	34
	3.6.7 Sampling process of the study	35
	3.6.8 Preparation, Data Analysis and Presentation of the study	35
	3.6.9 Ethical concerns of the study	35
4	Data analysis and presentation	
4.1	Introduction to the Chapter	36
4.2	Analysis of Sample Characteristics	36
	4.2.1 Gender Analysis of Respondents	36

4.2.2	Age Category of the respondents	37
4.2.3	Analysis of Marital Status of respondents	38
4.2.4	Analysis of working experience of respondents	39
4.2.5	Analysis of Educational qualifications of respondents	41
4.2.6	Analysis of Job Category of respondents	42
4.2.7	Job Field of the respondents	43
4.3	Univariate Analysis for the variables	44
4.3.1	Organizational politics	46
4.3.2	Job Satisfaction	47
4.3.3	Organizational commitment	48
4.3.4	Training and Development	49
4.3.5	The Future Career Perspective of Employees	50
4.3.6	Perceived Managerial Support	51
4.3.7	Managerial and Executive turn over Intentions	52
4.4	Bivariate analysis for the study	53
4.5	Multivariate analysis for the study	56
4.6	Reliability and validity test of the study	59
4.7	Sample Adequacy	60
4.8	Comparison of data based on Gender	61
5	Conclusions and recommendations of the study	
5.1	Conclusions and recommendations	62
5.2	Suggestions for the future researchers	64

List of figures

Figure 1: Executive and Non-executive turnover ratio of a leading apparel manufacturer in Sri Lanka	06
Figure 2: Theories of motivation	19
Figure 3: Organizational commitment	22
Figure 4: Conceptual Framework of the stud	28

Figure 4-1: Gender Analysis of Respondents	37
Figure 4-2: Age category of the respondents	38
Figure 4-3: Marital status of the respondents	39
Figure 4-4: Working Experience of respondents	40
Figure 4-5: Educational qualifications of respondents	41
Figure 4-6: job Category of respondents	42
Figure 4-7: job Field of the respondents	44
Figure 4-8: The histogram of the variable of Organizational Politics	46
Figure 4-9: The histogram of the variable of Job Satisfaction	47
Figure 4-10: The histogram of the variable of Organizational commitment	48
Figure 4-11: The histogram of the variable of Training and Development	49
Figure 4-12: The histogram of the variable of Future Career Perspective	50
Figure 4-13: The histogram of the variable of Perceived Managerial Support	51
Figure 4-14: The histogram of the variable of Managerial and Executive turn over Intentions	52

List of tables

Table 1-1: Executive and Non-executive turnover of a company	05
Table 3-1: Operationalization of variables in the study	29
Table 4-1: Respondents by Gender	37
Table 4-2: Age category of the respondents	38
Table 4-3: Marital status of the respondents	39
Table 4-4: Working Experience of the respondents	40
Table 4-5: Educational qualifications of respondents	41
Table 4-6: Job Category of respondents	42
Table 4-7: Job Field of respondents	43
Table 4-8: Univariate Analysis for the variables	45
Table 4-9: Correlation analysis	53
Table 4-10: Model Summary of regression model	57

Table 4-11: ANOVA regression model	57
Table 4-12: ANOVA regression model	58
Table 4-13: Reliability statistics	59
Table 4-14: Item total statistics	60
Table 4-15: Item total statistics	61
Table 4-16: T Test	61
Reference list	65
Appendices	72