

Factors affecting on quality of work life of apparel sector employees in Western Province in Sri Lanka

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Abstract

Quality of work life of employees is one of the challenges faced by the managers in the apparel sector. Quality of work life refers the meeting of different needs of employees including social needs, esteem needs and need to use skills. The aim of study is to examine the factors that affect to quality of work life of the employees in apparel sector in Western Province in Sri Lanka. In particular, effect of six independent variables namely job and career satisfaction, general well-being, stress at work, control at work, home-work interface and working condition on quality of work life was investigated. The study used a deductive approach and a structured questionnaire was administered in data collection which focused 90 operational level supervisors in Board of Investment registered factories. The data were analyzed using descriptive statistics and correlation and regression analysis. The result of the study indicated that all independent variables have a significant effect on quality of work life of the employees. Further job and career satisfaction is found as the most significant factor for quality of work life of the employees. The result further indicates that occupational stress has a negative impact on quality of work life. The study suggests apparel sector firms to establish well planned procedures for training and career development of the employees.

Keywords: *Apparel sector, quality of work life.*