

HRM 56

**THE EMPIRICAL STUDY ON EFFECTIVENESS OF LABOUR  
PLANNING PROCESS IN PRIVATE SECTOR GARMENT  
INDUSTRY OF SRI LANKA**

**Abstract**

The study has evaluated effectiveness of labour planning process in garment industry of Sri Lanka. Human resource planning involves anticipating the need for labour and the supply of labour and planning the programs necessary to ensure that the organization will have the right mix of employees and skills when and where they are needed. In Sri Lanka, garment industry is important in different ways, but it seems that there are some invisible problems in this industry. The problem centered in this study is making an observation regarding the major causes behind labour planning process. The objectives of this study are, to identify variables of labour planning process, to find out whether there is an interrelationship between the variables and to study of proper labour planning process in private sector garment industry of Sri Lanka. Twenty-five (25) factories were selected for the sample of the study. The primary data collection was done through questionnaire and questions were evaluated using the five point likert scale. The statistical tools were adapted to analysis of the study such as percentage analysis, multiple regression analysis, correlation analysis and ANOVA. All the tests were carried out at 5% level of significance and all the analyses were carried out using SPSS -17.0 version. The study found that every organization of the sample has involved for labour planning process, but significant level is depending on capacity of the business.

**Keywords:**

Labour, Organization, Process, Planning, Compensation