

**MANAGING LABOUR TURNOVER IN LARGE  
APPAREL FACTORIES**

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Degree of Master of Engineering

Department of Mechanical Engineering

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## **Declaration of the Candidate & Supervisor**

“I declare that this is my own work and this report 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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The above candidate has carried out research for the Masters under my supervision.

Signature of the supervisor:

Date

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## **Abstract**

This research was conducted in a leading apparel organisation situated in Sri Lanka. Specific objectives of the research are to identify the major contributory factors for labour turnover and to examine the factors contributing to labour turnover. When labour turnover data of past six months have been analysed, it was apparent that the operators having less than six months experience, have mainly left the organizations. Therefore the research was focused on the labour turnover, specifically the sewing machine operators who are newly recruited to the organisation. This research has examined the models and sources of Labour turnover. Job satisfaction, Job involvement, Affective commitment, Interpersonal trust at work, Perceived organisation support and Relational exchange contract are taken as independent variables for turnover intention. Based on this, a conceptual framework for the research has been developed. Covering all independent variables a questioner was developed and distributed among randomly selected two hundred and two newly recruited sewing machine operators. Range of factors that were consistently linked to employee turnover were analysed and verified through this research.

It was found out that 24 out of 42 sub-scales tested for establishing a relationship between variables affecting employees to have 'an intention to leave', displayed positive relationships, and the overall model could be considered as significant. Factors that lead team members to leave the organization were linked to its processes, practices and methods. Organization needs to consider exact requirements of employees for the benefits to be perceived positively by them. Results of this study would facilitate organization's decision makers to understand the general nature of employee turnover and its' likely causes, and contexts as well.

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## **LIST OF ABBREVIATIONS**

Abbreviation	Descriptions
LTO	Labour Turn Over

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