

**MANAGING LABOUR TURNOVER IN LARGE
APPAREL FACTORIES**

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This research paper submitted in partial fulfilment of the requirements for the degree
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Declaration of the Candidate & Supervisor

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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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Chapter 1

1 Introduction

Absenteeism and labour turnover have long been major causes of worry among garment manufacturers. Everyone on board in the apparel industry bandwagon has made an effort to find a permanent solution for this problem. Various steps at different levels have been tried to bring this problem under control.

Sri Lankan apparel industry failed to create sustained performance due to the labour turnover. Under the intensifying value chain competition that intensified with the encroachment of Chinese, and later countries like Bangladesh, Vietnam, etc. the apparel industry faced big round of stress. The industry increasingly is in need of many talented workers to ward off competitive pressure. A recent study of the Sri Lankan apparel industry has found that the average labour turnover is as high as 5% per month [1]. Particularly in the lower level categories has been identified as amongst the issues that are of utmost concern to the industry if it were to maintain the gains it made in the global apparel trade so far.

As described earlier manufactures have taken various actions to address this issue but failed to find a proper solution in eradicating or controlling the problem to a satisfactory level.

In this research Chapter 2 discuss on the problem identification for labour turnover. Chapter 3 described on the objective and methodology used this research. Chapter 4 discusses the literature review on labour turnover in other countries as well as in Sri Lanka. It also described mathematical model used for analyses data which taken in this research. Chapter 5 discusses the turnover intention and other variables variation followed by the conclusion and recommendation in final chapter.

Chapter 2

2 Problem Identification

Labour turn over data of six large-scale garment factories have been collected and analysed. The six selected factories are from three leading garment manufacturing groups. The data covers a six month period from August, 2012 to January, 2013.

Analysis of data very clearly shows that the majority of employees have left the organisation within the first 6 month period after joining a particular organization. This was common to all six factories considered in the study. Hence the handling the requirements of new employees is really a key aspect in managing the labour turn over. Therefore it was decided to focus the present study on new recruits.

Tables and Figures below show the monthly breakdown of labour turnover figures of all six factories.

Table 2.1: Factory A LTO in past six month

A	Month- Total 312 Turn overs						
Duration	AUG	SEP	OCT	NOV	DEC	JAN	Total
<6 month	25	32	32	39	20	27	175
6-12 month	11	8	5	5	9	8	46
1-2 Years	9	3	3	0	10	15	40
2-5 years	10	4	2	0	5	20	41
>5 Years	2	2	2	1	1	2	10

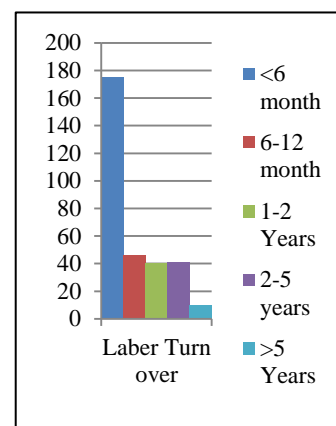


Figure 2.1: Factory A LTO in past six month

Table 2.2: Factory B LTO in past six month

B	Month- Total 149 Turn overs						
Duration	AUG	SEP	OCT	NOV	DEC	JAN	Total
<6 month	19	31	28	12	7	13	110
6-12 month	2	5	1	3	3	1	15
1-2 Years	0	2	2	0	2	2	8
2-5 years	1	1	2	0	1	1	6
>5 Years	4	4	1	0	1	0	10

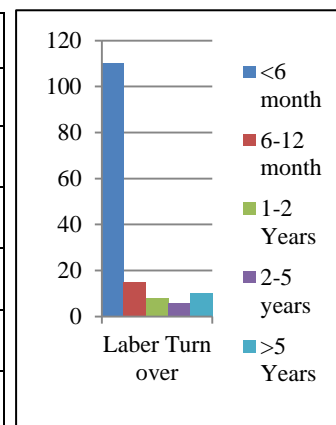


Figure 2.2: Factory B LTO in past six month

Table 2.3: Factory C LTO in past six month

C	Month- Total 240 Turn overs						
	AUG	SEP	OCT	NOV	DEC	JAN	Total
<6 month	49	23	19	20	33	24	168
6-12 month	9	6	3	6	10	8	42
1-2 Years	5	2	2	1	2	4	16
2-5 years	1	1	0	1	2	3	8
>5 Years	3	1	1	1	0	0	6

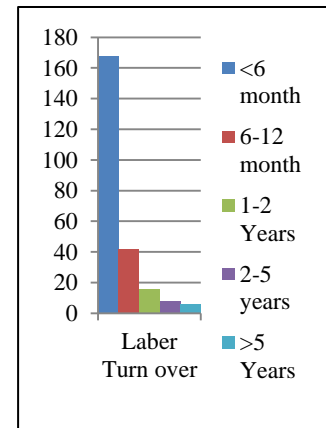


Figure 2.3: Factory C LTO in past six month

Table 2.4: Factory D LTO in past six month

D	Month- Total 256 Turn overs						
	JAN	FEB	MAR	APR	MAY	JUN	Total
<6 month	36	24	27	21	32	23	163
6-12 month	8	11	10	10	14	13	66
1-2 Years	3	2	3	1	4	3	16
2-5 years	1	1	0	3	1	2	8
>5 Years	0	1	1	0	0	1	3

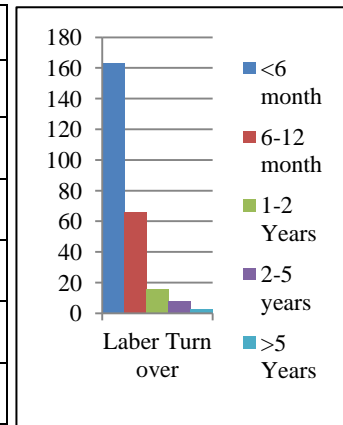


Figure 2.4: Factory D LTO in past six month

Table 2.5: Factory E LTO in past six month

E	Month- Total 252 Turn overs						
Duration	JAN	FEB	MAR	APR	MAY	JUN	Total
<6 month	21	24	27	21	32	19	144
6-12 month	8	11	10	15	14	11	69
1-2 Years	3	2	2	1	2	5	15
2-5 years	1	3	0	3	1	1	9
>5 Years	0	1	1	2	0	1	5

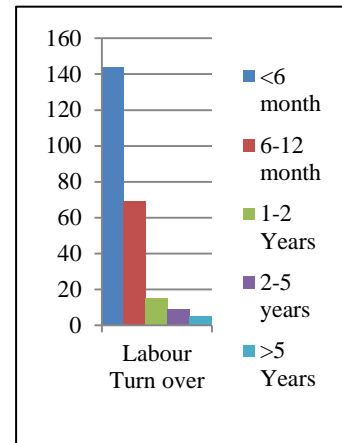


Figure 2.5: Factory E LTO in past six month

Table 2.6: Factory F LTO in past six month

F	Month- Total 227 Turn overs						
Duration	JAN	FEB	MAR	APR	MAY	JUN	Total
<6 month	16	24	19	34	21	21	135
6-12 month	8	11	10	15	14	8	66
1-2 Years	2	2	2	1	2	4	13
2-5 years	1	2	0	4	1	1	9
>5 Years	0	1	1	2	0	0	4

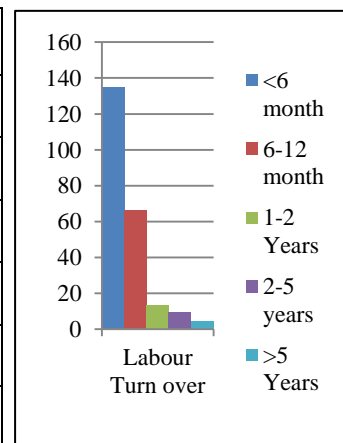


Figure 2.6: Factory F LTO in past six month

Chapter 3

3 Objective and Methodology

In this research objective has been set based on the problem identification which was discussed on chapter 2. Base on objective research frame work has developed which is very important for the research. Develop research frame work all past data and employees feedback is very important. But some employees did not disclose their views/ideas due to number of different reasons. Some secondary data sources were not complete and hence some assumptions were made. Few recent changes in the factory (towards the end of the study) have not been considered for the analysis of the problem and changes only up to the end of the data collection period was considered for the analysis.

3.1 Objective

As discussed in Chapter 2, it has identified that the majority of employees leaving the organisation has worked in the organization only for few months. Therefore a solution for the labour turnover of new recruits will solve the overall labour turnover issue to a greater extent. Hence the objective of this research is to identify the reasons for high labour turnover among new recruits in large apparel factories.

3.2 Methodology

Present research has examined the models and sources of labour turnover. To analyse the problem, secondary data from previous study reports and other documents related to the labour turnover/activities were considered. In addition primary data which is specific to the project have also been collected.

Job satisfaction, Job involvement, Affective commitment, Interpersonal trust at work, Perceived organisation support and Relational exchange contract are found to be the main contributory factors and are taken as independent variables for turnover intention. Based on this, a conceptual framework for the research has been developed as indicated in the Figure5.1. Covering all independent variables a questionnaire was developed and distributed among the randomly selected two hundred and two newly

recruited sewing machine operators. Table 5.1 below shows variables, indicators and measures which are taken to develop the questionnaire. Questionnaire is given in Appendix A and survey results are given in Appendix B. Each question has allocated points based on five point scale system. Questionnaire form (Appendix A) has mentioned how points are allocated based on answers. Based on points these variables were analysed through the scatter diagram. Analysing P values and regression values shows how strongly these variables are related to each other.

Furthermore, primary data relating to the problem was collected by interviewing the relevant people. These interviews were carried out using external interviewers to get un-biased answers from the employees. Some facts were collected through group discussions among the operators. Facts extracted from close observation of workers' activities/behaviour and the processes inside the factory were also considered in analysing the problem.

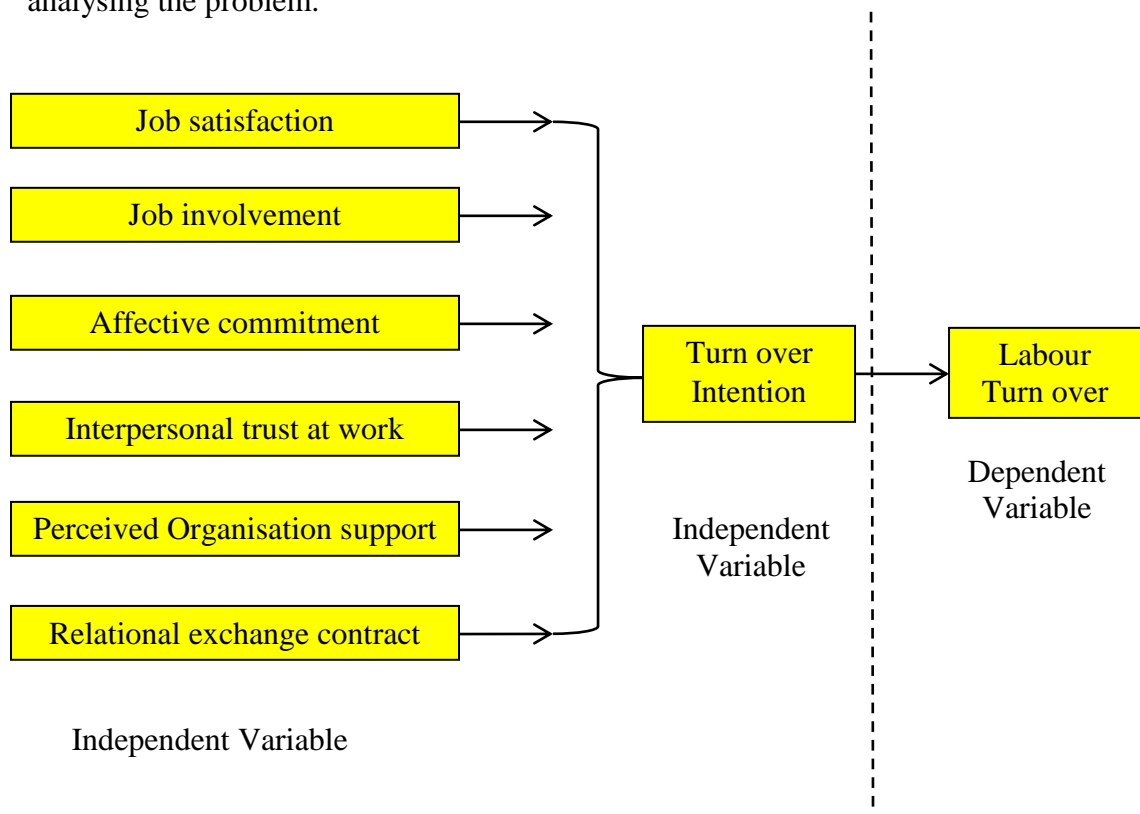


Figure 3.2.1: Conceptual framework of the research made base on literature review and interviewing employees

3.2.1 Operationalized variables of the conceptual model

Table 3.2.1.1 and Table 3.2.1.2 shows concepts and their variables, what each of these variables indicate and what measure from those indicators. Questions are made based on these factors.

Table 3.2.1.1: Operationalized variables, indicators and measures used to develop the questionnaire 1

Concept	Variable	Indicator	Measure	Questions
Affective Commitment	Identify with the organization	Feeling	Feeling sense of belonging	6, 7, 8
		Loyalty	Feeling how organization see the loyalty of employee	9
		Pride	Proud to express that employee work in this organization	10
	Commitment to remain	Attachment	Feeling to stay stick with the organization	11
Job Involvement	Commitment	Feeling of ownership of job	Stay long hours without expecting financial benefit	1, 2, 3
	Attachment	Feeling of belongingness	Feeling of the bond with the organization as his own	4
		Feeling of not belongingness	Not feeling of the bond with the organization as his own	5
Perceived Organizational Support	Perception of support that employee think which organization is extending	Perceived feeling of employee over organizational view on his future actions	Perceived feedback on complains	13
			Perceived feedback on superior performance	12,15,17,18
		Organizational caring	Perceived caring extended by organization	14,16,19

Table 3.2.1.2: Operationalized variables, indicators and measures used to develop the questionnaire 2

Concept	Variable	Indicator	Measure	Questions
Relational Exchange	Emotional	Feeling	Emotional attachment to organization	29
		Expectation	Believe in future returns for what you do now	30,32,33,36
		Compromise own benefits trust	Share with the organization Mutual trust	31, 34,35
Job satisfaction	Intrinsic Rewards	Commitment	General satisfaction of the job performed Understanding of one's contribution towards the job and self-esteem	23, 24, 25,26
	Extrinsic Rewards	Pay and benefits	Equitability and adequate of pay and benefits	27
		Use of full potentials	Opportunity to use skills and abilities	28
Turnover intention	Attitude	Dissatisfaction and discontentment	Desire to leave the organization now if given an opportunity	37,39
		Satisfaction by being in the job	Desire to not to leave	40
	Behaviour	Response by searching	Intention to lookout for employment elsewhere in future	38
Interpersonal trust at work	Faith in the intention of management	Confidence	Confident of fare treatment	20
		Trust	Express of trust build with management	21,22

Chapter 4

4 Literature review

The rate of turnover varies from company to company. The high level of turnover normally found in the private sector in comparison to the public sector. The level of turnover also varies from region to region. The high rates are found in areas where unemployment rate is lower where it is easy for people to get alternative employment [2]. Sometimes employee turnover benefits organizations positively. This might happen when a poor performer is replaced by a more skilled employee and when a retired employee is replaced by a younger one. Employee turnover may be also costly as it requires number of different cost to take into account such as administrative costs of recruitment, cost of covering during the period in which there is a vacancy, training cost for the new employee etc. [3].

Turnover occurs for many different reasons. Sometimes new job attracts employees and pull them to leave the old one. In contrary employee also pushed to leave job due to the dissatisfaction in their present workplace or by domestic circumstances when someone reallocates with their spouse or partner [4]. A poor relationship with the management can be an important reason for the employees to leave their jobs. It is relatively rare for people to leave jobs in which they are happy even offered by higher salary elsewhere [5]. Lack of proper training and development is also a major cause for voluntary turnover. Employees have a preference for security of their jobs.

Turnover could be minimized through different preventive measures by the management. These may include providing training to the line managers for an effective supervision before appointing or upgrading them, providing security of jobs with good working environment etc. There may be an offer for re-training the existing managers who have a poor record at keeping their staff happily. Supervising managers could be accountable for employee turnover in their teams. Maximization of opportunities for individual employees such as accommodate individual preferences on working hours, regular appraisals, providing as much job security as possible can help to reduce turnover [6].

Employee turnover can be extremely devastating for any company. It makes the employers difficult to maintain a steady and successful operation. Management should have their own rating on employee turnover and measurement on how this affects organizations performance. Losing a single key worker can decrease the likelihood of a project's success and can reduce investors' confidence in the firm [7]. Many academic scholars pointed out turnover as the correlation between job dissatisfaction and decreased organizational commitment. The stronger the feeling of discontent in one's job, the more likely one is to begin a search for an alternative job. This perspective on turnover highlights the role of emotions and attitudes as antecedents of behaviour. When an employee leaves an organization, it can have a variety of effects that not only impact on the organization, but also the individual employee and the society [8].

Turnover is an index of organizational effectiveness and as such it authorizes attention and some understanding of itself. Additionally, however information on turnover can help the planning, prediction and control of resources [9]. Despite an enormous literature on turnover in organizations, there is as yet no universally accepted account or framework for why people choose to leave [10].

The phenomenon of turnover is of interest to organizations and theorists because it is significant, potentially costly and relatively clear cut [11, 12, and 13]. It also describes the end result of a decision process. The goal of 'effective management of turnover' dictates that a high level of sophistication, and thereby particularity, needs to be achieved by organizations in order to selectively influence the turnover process. However, this phenomenon has not so far proved amenable to prediction although some researches have focused on potential predictors of turnover behaviour, such as job tenure, locus of control etc. [14 and 15].

Social exchange theory [16] suggests that the exchange relationship between two parties often goes beyond economic exchange and includes social exchange. Hence, organizational studies argue that employer and employee exchange not only impersonal resources such as money, but also socio-emotional resources such as approval, respect, recognition and support [17]. In organizational research, the social

exchange theory [16], the norm of reciprocity and the concept of perceived organizational support have been applied to describe the psychological process underlying the employee attitudes and behaviours [18 and 19]. The concept of perceived organizational support (POS) refers the extent to which the organization values their employees' contributions and cares about their wellbeing have been used to describe the social exchange relationship between the employer and the employee [20]. Based on the norm of reciprocity, employees who perceive high levels of POS are more likely to reciprocate the organization with positive attitudes such as higher levels of affective commitment and favourable work behaviours such as commitment to organizational goals and lower intention to leave [20, 21 and 22]. The arguments above based on the social exchange theory, the concept of perceived organizational support (POS) which is the commitment of the organization to the employee and the norm of reciprocity is further developed into the organizational support theory [23].

4.1 Labour Turnover in the Sri Lankan Apparel Industry

The garment sector has recorded average labour turnover rates of around 55 percent per annum, with the highest rate 60 percent being recorded for factories in the Western Province [24]. Average rate of monthly absenteeism amongst labour in the garment industry is approximately 7.4 percent [25]. However, the 'stronger' enterprises, which devote significant resources to decrease the labour turnover, manage to maintain their monthly labour absenteeism rates at around 1- 2 percent. Garment manufacturers who spent 30 percent or more of their turnover on human resources development (HRD) and workers' welfare; have maintained very low labour turnover, and absenteeism around 1 percent or less [24]. Some garment manufacturers have invested on social development programs such as construction of schools and maintenance of daycare centers for workers' children in the village where the factory is located. They have also provided transport facilities for the factory workers and made attempts to integrate the garment factory to be a part of village life.

There are a number of reasons attributed to the high rates of labour turnover.

4.1.1 Poor Working Conditions

One of the most important factors affecting the Labour turnover is poor working conditions [24]. In many of the factories, especially those belonging to the small and medium category, hazardous factory layout with cramped workspace for the workers are not conducive to improving output. Some factories also lack basic facilities such as canteens, toilets, etc., and in many cases, regular breaks for using these facilities are not provided. Within the factory itself, a common problem for many of the female workers has been harassment, and in particular, sexual harassment. The Sri Lanka Apparel Exporters Association, since of late, has come up with a new code of business conduct in factories to address this problem, but monitoring mechanisms appear to be weak and the coverage does not exceed 50 per cent of factories [24].

While working hours have been specified by labour regulations, there are numerous instances where workers are required to work longer hours to achieve production targets. For the additional hours of input, most often the workers are not entitled to extra payment. In some garment factories, workers are required to work on continuous shifts. For workers required to work night shifts, though some factories provide transport, most do not. Moreover, some of the surrounding roads are not adequately lit at night; and female workers in some cases encounter harassment and other unsafe situations. For workers traveling long distances, infrastructure weaknesses such as poor and unpunctual public transportation services contribute to a certain degree of stress even prior to starting of the work. The resulting worker stress has significant adverse effects on labour turn over. In many cases, factory workers are from rural areas and are compelled to find accommodation in the vicinity of the factory. The available accommodations for the workers are generally of poor condition due to increasing congestion around the urban garment factories and Free Trade Zone areas. The lodging facilities are commonly small rooms with limited additional facilities and inadequate sanitation .Furthermore, the rent can constitute a significant proportion of the workers' salaries.

In 1999, the Government constructed a new hostel complex for female workers in the Katunayake Free Trade Zone to address some of these problems. It was far from

adequate to address the problems of all the workers in the industry. In fact, since mid-2000 there have been 12,000–18,000 vacancies in the garment factories, particularly in the ones located in the Free trade Zone. The solution to the problem lies partly with the industrialists. While the majority of manufacturers maintain that the costs of providing accommodation for their workers are too high for them to stay in business, the stronger enterprises have demonstrated that improving workers' living conditions have long run dividends by leading to improved labour turn over. Enhanced working conditions are inexorably linked to reduce labour turnover and the failure to acknowledge this has contributed to increase labour turn over and has eroded Sri Lanka's competitive advantage. In an increasingly competitive international environment, foreign buyers now place greater pressure on manufacturers to upgrade their factories and worker standards in order to satisfy buyer requirements. Of course, there are significant capital costs and future maintenance costs involved in this process, and manufacturers are under increasing pressure to conform. It could be considered as a "blessing in disguise". When stress increases over an optimal level, work performance deteriorates, unfavorable reactions develop which if not controlled will gradually result in psychological stress. The direct consequences are that the person's productivity gets diminished with feelings of low achievement, and increases absenteeism [24]. Other factors, which contribute to such situation, are poor interpersonal relationships at the work place, autocratic management style, and lack of variety in work, low use of skills, poor pay, and low value given to work in the society, especially for the female garment labour [24].

4.1.2 Poor Incentive Structures

Another serious constraint to enhancing labour turnover is the poorly structured incentive and pays systems that employers have set up. In most factories, allowances are not linked to productivity, and in the cases where productivity payments are made; they are in fact only flat-rate allowances rather than incentive systems. The Sri Lanka Apparel Exporters Association has suggested that wage increases should be linked to increase in productivity, but the Wages Board for the Garments

Manufacturing Trade has still not agreed to this suggestion. However, stronger enterprises, such as MAS Holdings, have conducted “time and motion studies” and implemented well-structured incentive schemes for workers.

4.1.3 Inadequate Training

Inadequate training of managers and workers alike is an important factor contributing to labour turn over and competitiveness. There is little emphasis placed on the importance of training and its role in improving productivity by factory owners/managers. Often, managers do not view training as an investment and are unwilling to incur expenditure on it. While most workers are trained during recruitment, this initial training is not sufficient to ensure consistently high levels of labour productivity and product quality.

In-house/industry training is the most common form of training in the garment industry, followed by training received predominantly at public sector institutions and then private sector institutions. Over 90 per cent of the operative grades are trained in-house [24]. Some ‘strong’ garment factories have their own training units, which have separate training instructors and trainers who are paid an allowance during the training period. However, in most ‘weak’ garment factories focus is more on minimizing the training costs. Industry-based training is favored for its hands-on approach and the ability to cultivate industrial culture directly at the site. Training conducted by other institutions tends to be in short courses and with less practical exposure in the course content.

Currently, there are only a few institutions, predominantly run by the government, conducting training programmes for the garment industry. The government-established Clothing Industry Training Institution (CITI) is one of the main organizations, which the garment industry relies heavily upon for its training requirements. As the capacity of the CITI is not sufficient to cater to industry training requirements, there have been concerns raised within the industry as to the institution’s ability to provide high quality training courses. A course at the CITI can

cost between US \$ 55 -110 per worker and manufacturers claim that the standards have not met their expectations in many cases [24].

Except University of Moratuwa there are no recognized graduate level advance courses on fashion designing, pattern marking, fabric painting, etc. in the recognized universities in Sri Lanka. While the government Labour Department has designed and conducted training programmes to educate employees in the garment industry, both within the Export Processing Zones (EPZs) and outside, these have been ad hoc measures which have not been developed in a broader framework. To fill this lacuna, the ADB is considering giving a grant to the Government of Sri Lanka to establish a Clothing Fashion and Design Centre.

The Government has set up a special unit to undertake skill development programmes called the Skills Development Fund for the industrial sector. Financial grants will be given to private enterprises to establish training units to increase their productivity. The garment sector has hardly utilized funds from this unit up to this date.

4.1.4 Strained Employer-Employee Dialogue

The poor relationship between employers and their employees in the garment industry is another reason for high labour turn over [24]. Strained relationships are reflected in the demands made by management upon workers in cases where unrealistic targets are set and the workers are pressured to perform beyond their capacity. This can be attributed to absenteeism, the lack of adequate training amongst middle and upper level managers as well as to a lack of professionalism in the industry. Some employers tend to believe that the fact that they create employment should absolve them from any obligations. Consequently, laws ensuring statutory rights of the workers are evaded in a significant scale. Some managers see no role for trade unions in bringing about productivity increases, believing that they are an obstacle to the process. Most labour laws are evaded in most Free Trade Zone factories using the “culture of attempting to contain any problem within its boundaries”. Trade union formation is discouraged.

The most common form of worker participation in management in the garment industry within the Free Trade Zones is in the form of Joint Consultative Councils or Employees' Councils which are, in principle, established to encourage the mutual cooperation of the employer and employees, to promote employee welfare and to settle disputes. The Council is purely a consultative body and its decisions are not binding on the management. They are ineffective in influencing the management in regard to worker issues, and this has severely strained the relationship between employers and employees.

4.2 Theories and Mathematical equations

To analyse the collect data theories mathematical equation has been used. This will help to analyse and measure independent variable relationship. Therefore it's a key part for research to give a proper conclusion and recommendation.

4.2.1 Regression and Correlation

Regression analysis is used to model and analyse numerical data consisting of values of an independent variable X (the variable that was fixed or choose deliberately) and dependent variable Y. The main purpose of finding a relationship is that the knowledge of the relationship may enable events to be predicted and perhaps controlled.

4.2.2 Correlation coefficient

To measure the strength of the linear relationship between X and Y, the sample correlation coefficient r was used.

$$r = \frac{S_{xy}}{\sqrt{S_{xx}S_{yy}}}, \quad (4, 1)$$

$$S_{xy} = n \sum xy - \sum x \sum y, \quad (4, 2)$$

$$S_{xx} = n \sum x^2 - (\sum x)^2, \quad S_{yy} = n \sum y^2 - (\sum y)^2 \quad (4, 3)$$

Where x and y are observed values of variables X and Y respectively.

If calculated r value is positive then the slope will rise from left to right on the graph.

If calculated value of r is negative the slope will fall from left to right.

The r value will always lie between -1 and $+1$. The correlation coefficient (r) is a measure of the strength of a relationship between two variables. 0 indicates no linear relationship whereas $+1$ indicates a perfect positive relationship and -1 indicates a perfect negative relationship. r value outside of this range indicates an error in the calculations. Correlation does not necessarily demonstrate a causal relationship. A significant correlation only shows that two factors vary in a related way (positively or negatively).

4.2.3 Scatter Diagram

Scatter diagrams are used to graphically represent and compare two sets of data. The independent variable is usually plotted on the X axis. The dependent variable is plotted on the Y axis. By looking at a scatter diagram, one can see whether there is any connection (correlation) between the two sets of data. A scatter plot is useful summary of a set of bivariate data (two variables), usually drawn before working out a linear correlation coefficient or fitting a regression line. It gives a good visual picture of the relationship between the two variables, and aids the interpretation of the correlation coefficient or regression model.

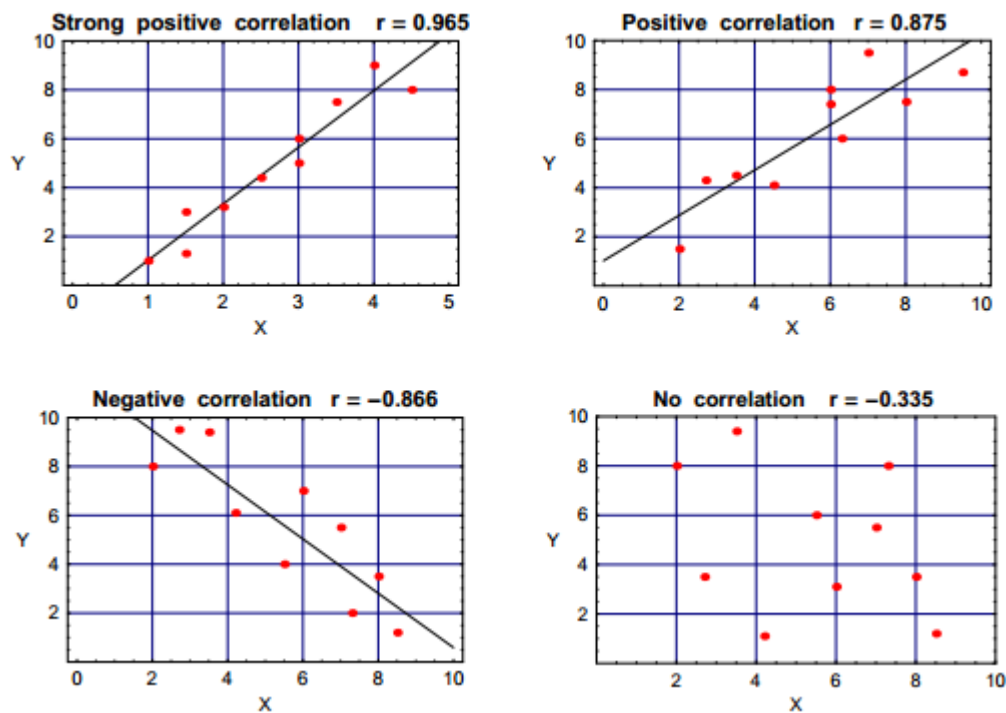


Figure 4.2.3.1: Types of correlation between two sets of data

From the figure 4.2.3.1 it can be seen that if more points tend to cluster around a straight line and the higher the correlation (the stronger the linear relationship between the two variables). If there exists a random scatter of points, there is no relationship between the two variables (very low or zero correlation). Very low or zero correlation could result from a non-linear relationship between the variables. If the relationship is in fact non-linear (points clustering around a curve, not a straight line), the correlation coefficient will not be a good measure of the strength. A figure 4.2.3.1 will also show up a non-linear relationship between the two variables and whether or not there exist any outliers in the data.

4.2.4 P value

When performing a hypothesis test in statistics, a P-value helps to determine the significance of results. Hypothesis tests are used to test the validity of a claim that is made about a population. This claim that's on trial, in essence, is called the null hypothesis.

The alternative hypothesis is the one would believe if the null hypothesis is concluded to be untrue. The evidence in the trial is data and the statistics that go along with it. All hypothesis tests ultimately use a P-value to weigh the strength of the evidence (what the data are telling about the population). The P-value is a number between 0 and 1 and interpreted in the following way.

- A small P-value (typically ≤ 0.05) indicates strong evidence against the null hypothesis, so reject the null hypothesis.
- A large P-value (> 0.05) indicates weak evidence against the null hypothesis, so fail to reject the null hypothesis.
- P-values very close to the cutoff (0.05) are considered to be marginal (could go either way). Always report the P-value so readers can draw their own conclusions.

Chapter 5

5 Analysis of the independent variables relationship

Analyse between independent variable relationship is the main factor in this research. To do this need to developed hypothesis and as discussed in the chapter 4 theories and mathematical equation has used to measure the variable relationship.

5.1 Hypothesis

With the insight of conceptual frame work, under mentioned hypothesis are developed to test the applicability of the conceptual framework in a true business environment.

H₀: There is no relationship between Job satisfaction and Turnover intention

H_a: other wise

H₀: There is no relationship between Job involvement and Turnover intention

H_a: other wise

H₀: There is no relationship between Affective commitment and Turnover intention

H_a: other wise

H₀: There is no relationship between Interpersonal trust at work and Turnover intention

H_a: other wise

H₀: There is no relationship between Perceived organisation support and Turnover intention

H_a: other wise

H₀: There is no relationship between Relational exchange contract and Turnover intention

H_a: other wise

H₀: Job satisfaction and Job involvement has no relationship

H_a: other wise

H₀: Job satisfaction and Effective commitment has no relationship.

H_a: other wise

H₀: Job satisfaction and Interpersonal trust at work has no relationship

H_a: other wise

H₀: Job satisfaction and Perceived organisation support has no relationship

H_a: other wise

H₀: Job satisfaction and Relational exchange contract has no relationship

H_a: other wise

H₀: There is no relationship between Job involvement and Affective commitment

H_a: other wise

H₀: There is no relationship between Job involvement and Interpersonal trust at work

H_a: other wise

H₀: There is no relationship between Job involvement and Perceived organisation support

H_a: other wise

H₀: There is no relationship between Job involvement and Relational exchange contract

H_a: other wise

H₀: There is no relationship between Affective commitment and Interpersonal trust at work

H_a: other wise

H₀: There is no relationship between Affective commitment and Perceived organisation support

H_a: other wise

H₀: There is no relationship between Affective commitment and Relational exchange contract

H_a: other wise

H₀: There is no relationship between Interpersonal trust at work and Perceived organisation support

H_a: other wise

H₀: There is no relationship between Interpersonal trust at work and Relational exchange contract

H_a: other wise

H₀: There is no relationship between Perceived organisation support and Relational exchange contract

H_a: other wise

5.2 Relationship between independent variables without Turnover intention

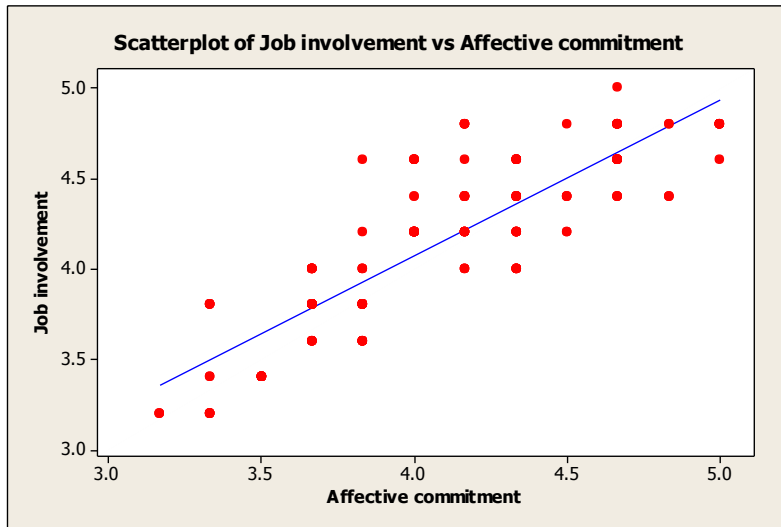


Figure 5.2.1: Job involvement vs affective commitment

The scatter plot in Figure 5.2.1 represents the Job involvement vs affective commitment. It is clear from the scatter plot that as the affective commitment, their job involvement tends to increase. Points follow a linear pattern showing that there is a high linear correlation. Correlation coefficient value is 0.86 and indicates that these two variables have a strong positive correlation.

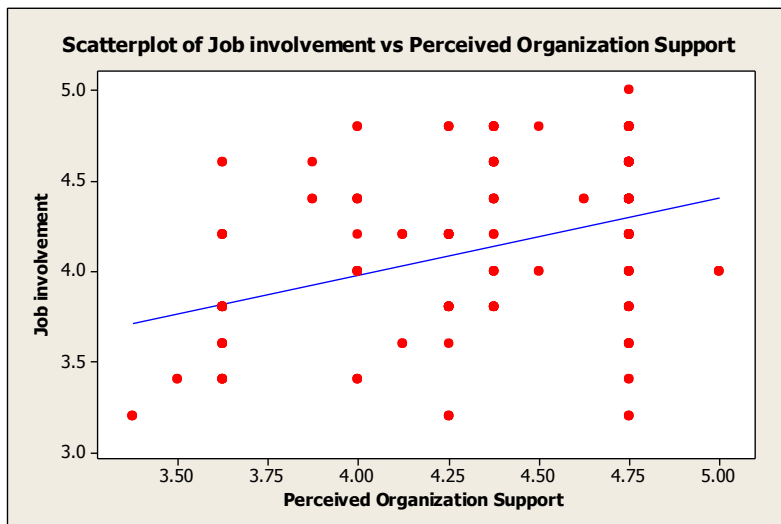


Figure 5.2.2: Job involvement vs perceived organisation support

The scatter plot in Figure 5.2.2 represents the Job involvement vs perceived organisation support. Scatter plot shows when perceived organisation support increases job involvement will also increase marginally. Correlation coefficient value is 0.40 and it shows a weak positive correlation between Job involvement and perceived organisation support.

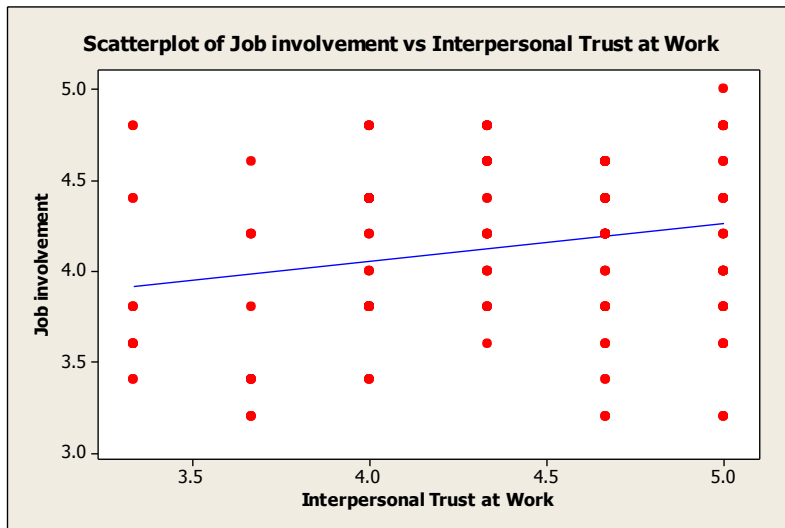


Figure 5.2.3: Job involvement vs interpersonal trust at work

The scatter plot in Figure 5.2.3 represents the Job involvement vs interpersonal trust at work. Scatter plot shows when interpersonal trust at work increases job involvement will increase in a small value. Correlation coefficient value is 0.23. It shows a very weak positive correlation between Job involvement and Interpersonal trust at work.



Figure 5.2.4: Job involvement vs job satisfaction

The scatter plot in Figure 5.2.4 represents the Job involvement vs job satisfaction. Scatter plot shows when Job satisfaction increases job involvement will not increase considerably. Correlation coefficient value is 0.17. Since coefficient value is small correlation between Job involvement and Job satisfaction has very weak relationship.

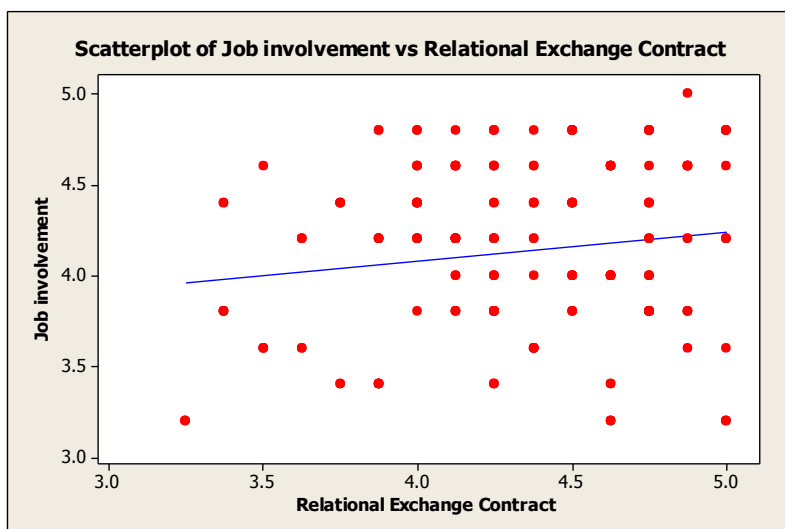


Figure 5.2.5: Job involvement vs relational exchange contract

The scatter plot in Figure 5.2.5 represents the Job involvement vs relational exchange contract. Scatter plot shows when Relational exchange contract increases job involvement will increase marginally. Correlation coefficient value is 0.15. Result

indicates that there is a very weak positive correlation between Job involvement and Job satisfaction.

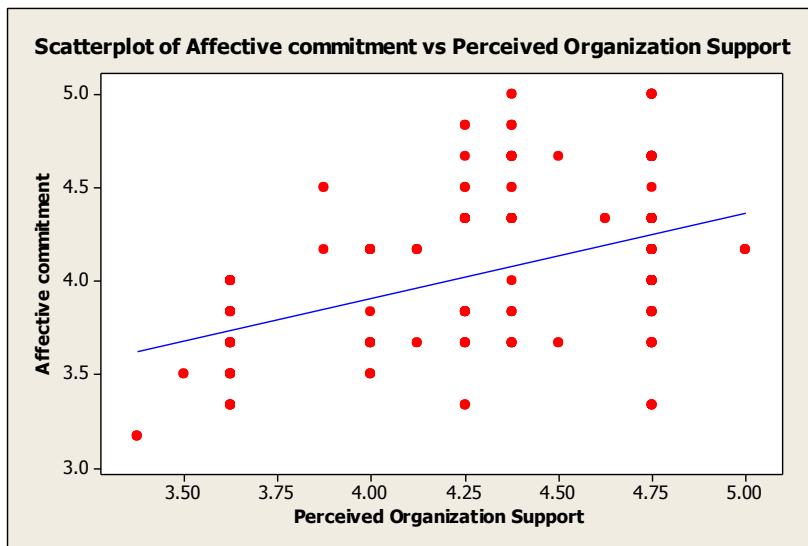


Figure 5.2.6: Affective commitment vs perceived organisation support

The scatter plot in Figure 5.2.6 represents the Affective commitment vs perceived organisation support. Scatter plot shows when Perceived organisation support increases affective commitment will increase in a small value. Correlation coefficient value is 0.43 and it shows a weak positive correlation between Affective commitment and Perceived organisation support.

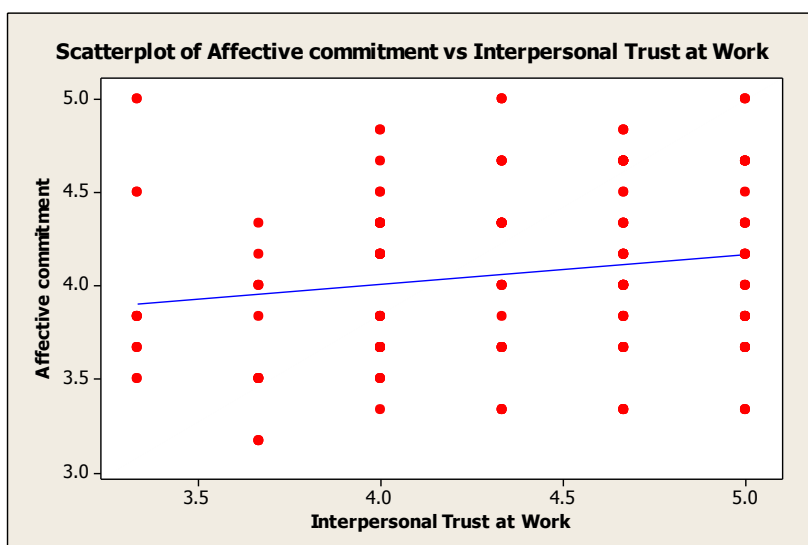


Figure 5.2.7: Affective commitment vs interpersonal trust at work

The scatter plot in Figure 5.2.7 represents the Affective commitment vs interpersonal trust at work. Scatter plot shows when Interpersonal trust at work increases affective commitment will increase slightly. Correlation coefficient value is 0.18. This indicates it has a very weak positive correlation between Affective commitment and Interpersonal trust at work.

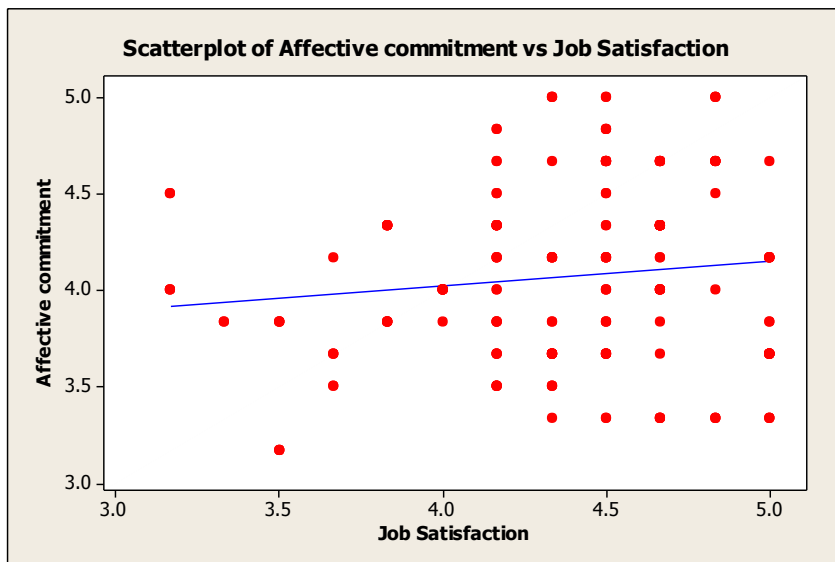


Figure 5.2.8: Affective commitment vs job satisfaction

The scatter plot in Figure 5.2.8 represents the Affective commitment vs job satisfaction. Scatter plot shows when Job satisfaction increases Affective commitment will increase marginally. Correlation coefficient value is 0.12. Result shows a very weak positive correlation between Affective commitment and Job satisfaction.

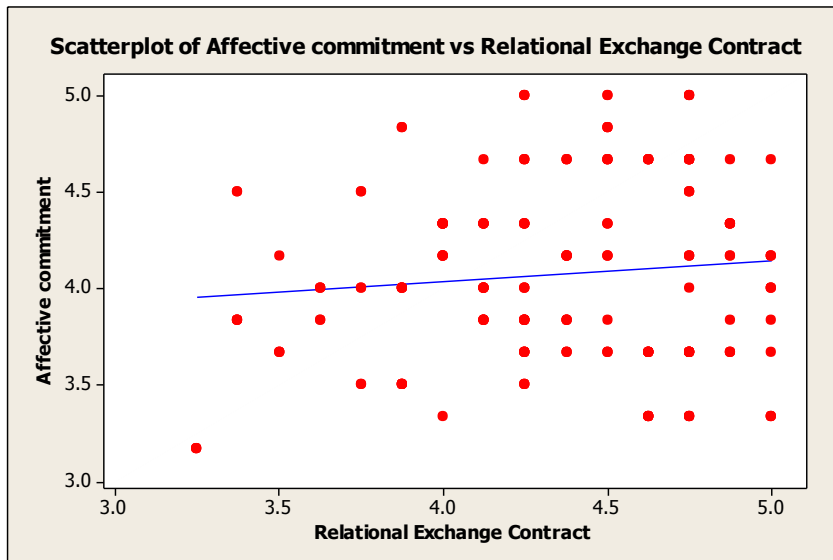


Figure 5.2.9: Affective commitment vs relational exchange contract

The scatter plot in Figure 5.2.9 represents the Affective commitment vs relational exchange contract. Correlation coefficient value is 0.11 between their relationships. It means there is a very weak positive correlation between Affective commitment and Relational exchange contract.

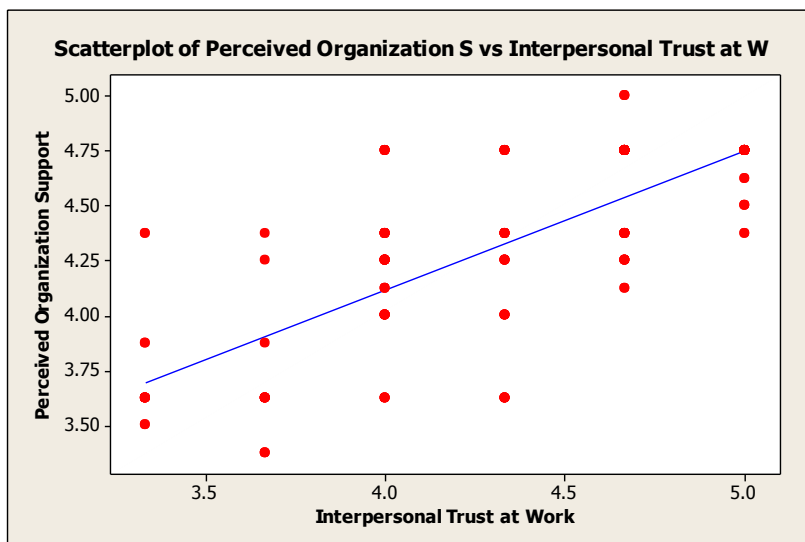


Figure 5.2.10: Perceived Organisation support vs interpersonal trust at work

The scatter plot in Figure 5.2.10 represents the Perceived organisation support vs interpersonal trust at work. Scatter plot shows when Interpersonal trust at work increases Perceived organisation support will increase. Correlation coefficient value

of these variables is 0.74 and it's showing a strong positive correlation between Perceived organisation support and Interpersonal trust at work.

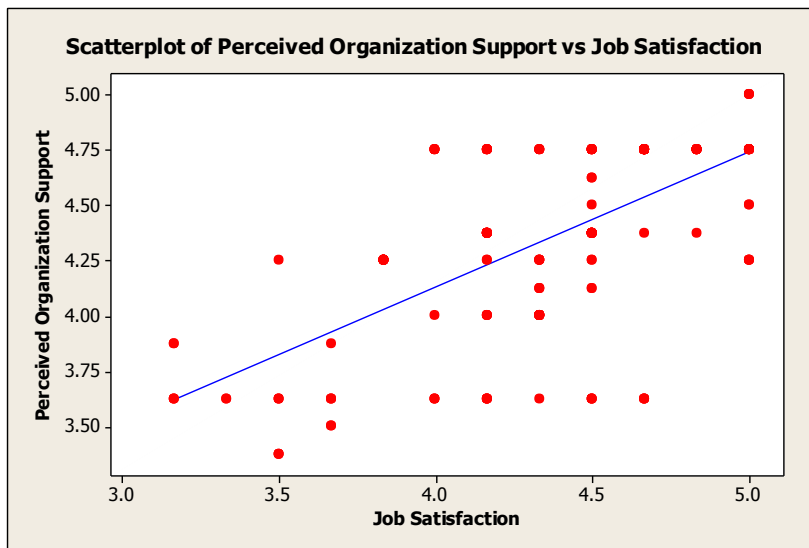


Figure 5.2.11: Perceived organisation support vs job satisfaction

The scatter plot in Figure 5.2.11 represents the Perceived organisation support vs job satisfaction. Scatter plot shows when Job satisfaction increases Perceived organisation support will increase. Correlation coefficient value is 0.63. Based on results it's showing a positive correlation between Perceived organisation support and Job satisfaction.

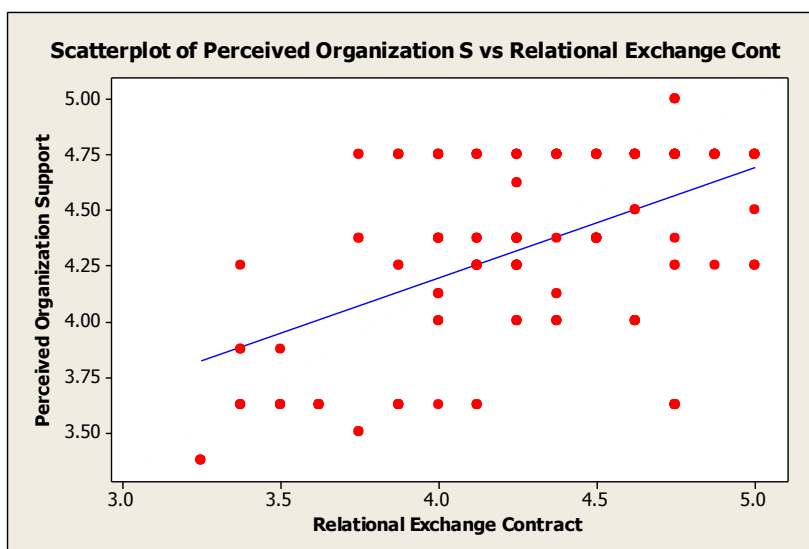


Figure 5.2.12: Perceived organisation support vs relational exchange contract

The scatter plot in Figure 5.2.12 represents the Perceived organisation support vs relational exchange contract. Scatter plot shows when Relational exchange contract increases Perceived organisation support will increase and there correlation coefficient value is 0.50. When analyse result it's showing a positive correlation between Perceived organisation support and Relational exchange contract.



Figure 5.2.13: Interpersonal trust at work vs job satisfaction

The scatter plot in Figure 5.2.13 represents the Interpersonal trust at work vs job satisfaction. Scatter plot shows when Job satisfaction increases Interpersonal trust at Work will also increase. Correlation coefficient value is 0.70. It's showing a strong positive correlation between Interpersonal trust at Work and Job satisfaction.

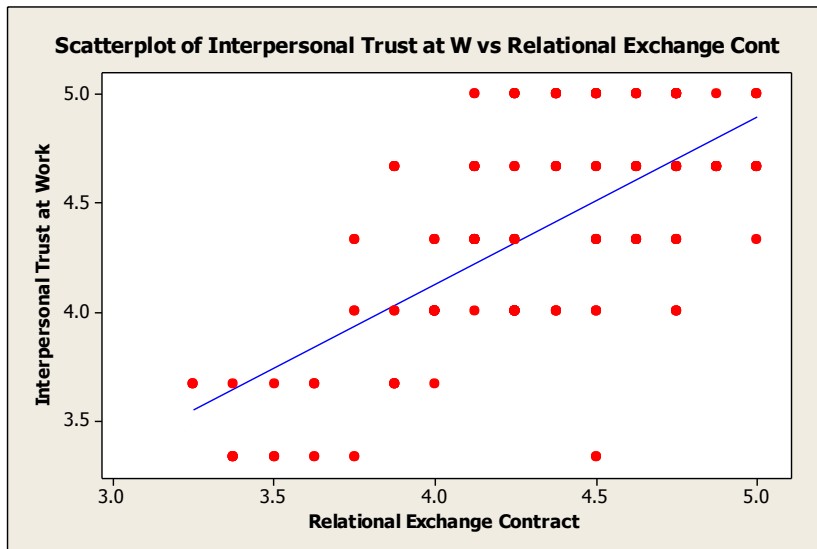


Figure 5.2.14: Interpersonal trust at work vs relational exchange contract

The scatter plot in Figure 5.2.14 represents the Interpersonal trust at work vs relational exchange contract. Scatter plot shows when Relational exchange contract increases Interpersonal trust at work will increase considerably. Correlation coefficient value is 0.70. When analyse result it's showing a strong positive correlation between Interpersonal trust at work and Relational exchange contract.

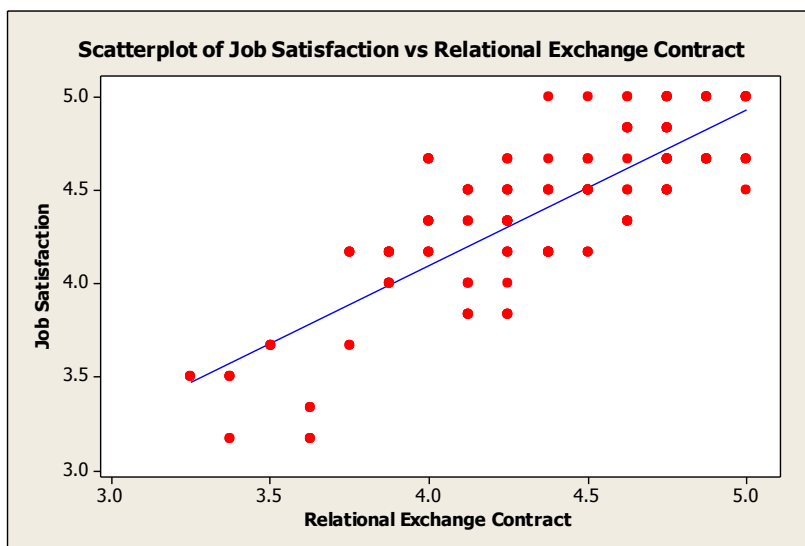


Figure 5.2.15: Job satisfaction vs relational exchange contract

The scatter plot in Figure 5.2.15 represents the Job satisfaction vs relational exchange contract. Scatter plot shows when Relational exchange contract increases

Job satisfaction will increase and there correlation coefficient value is 0.82. Base on result its showing a very strong positive correlation between Job satisfaction and Relational exchange contract.

5.3 Analyze independent variable relationship with Turnover intention

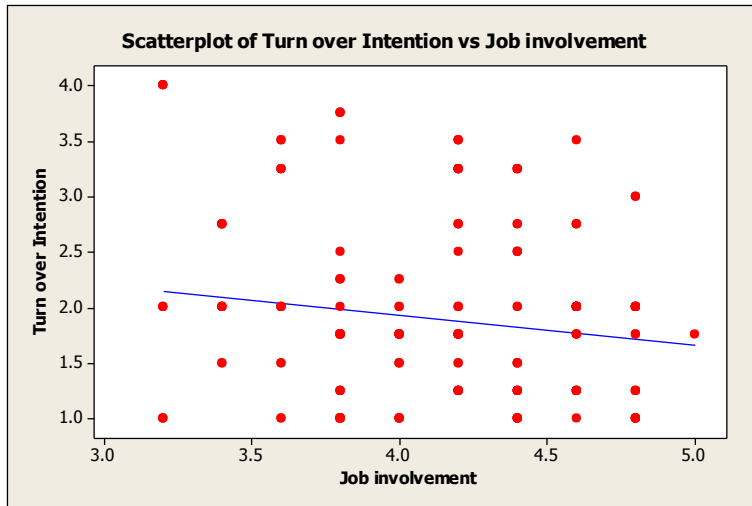


Figure 5.3.1: Job involvement vs turnover intention

The scatter plot in Figure 5.3.1 represents the Job involvement vs turnover intention. Scatter plot shows when Job involvement increases Turnover intention will decrease. Correlation coefficient value is -0.16 and its showing a very weak negative correlation between Job involvement and Turnover intention.

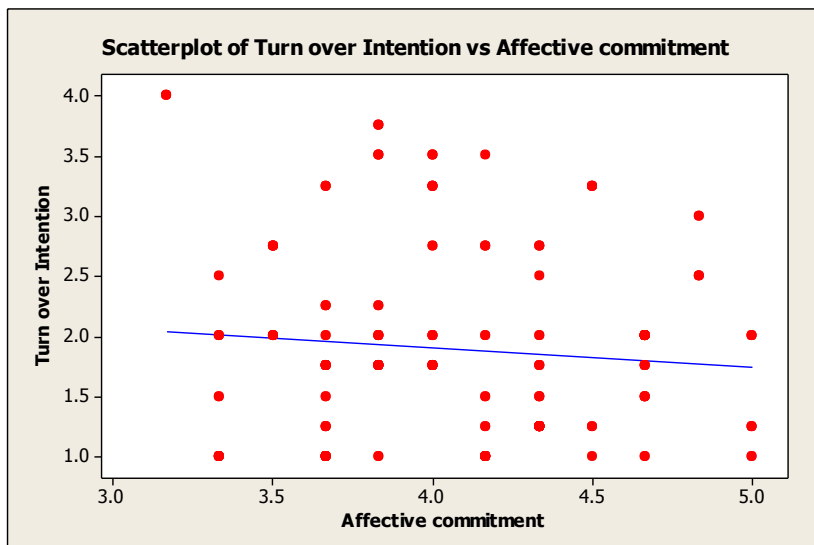


Figure 5.3.2: Affective commitment vs turnover intention

The scatter plot in Figure 5.3.2 represents the Affective commitment vs turnover intention. Scatter plot shows when Affective commitment increases Turnover intention will decrease. Correlation coefficient value is -0.09 and it shows a very weak negative correlation between Affective commitment and Turnover intention.

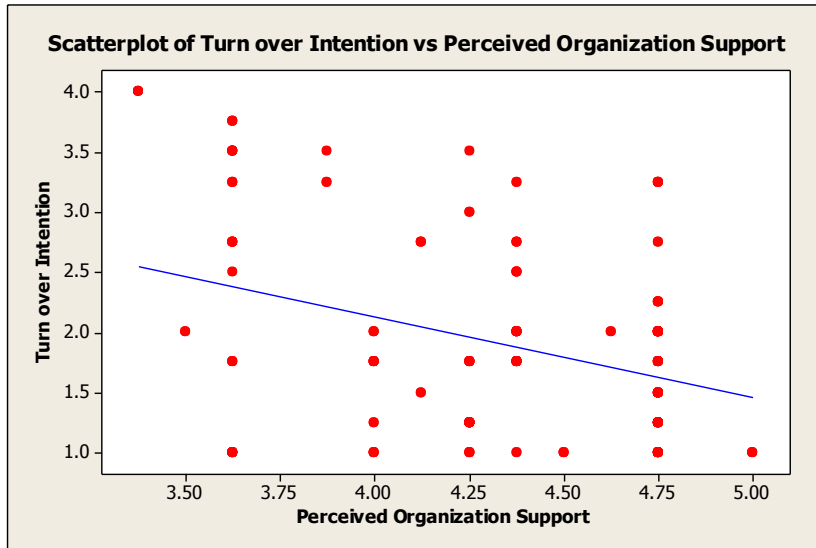


Figure 5.3.3: Perceived organisation support vs turnover intention

The scatter plot in Figure 5.3.3 represents the Perceived organisation support vs Turnover intention. Scatter plot shows when Perceived organisation support increases Turnover intention will decrease. Correlation coefficient value is -0.37. Base on result analyse it shows a weak negative correlation between Perceived organisation support and Turnover intention.

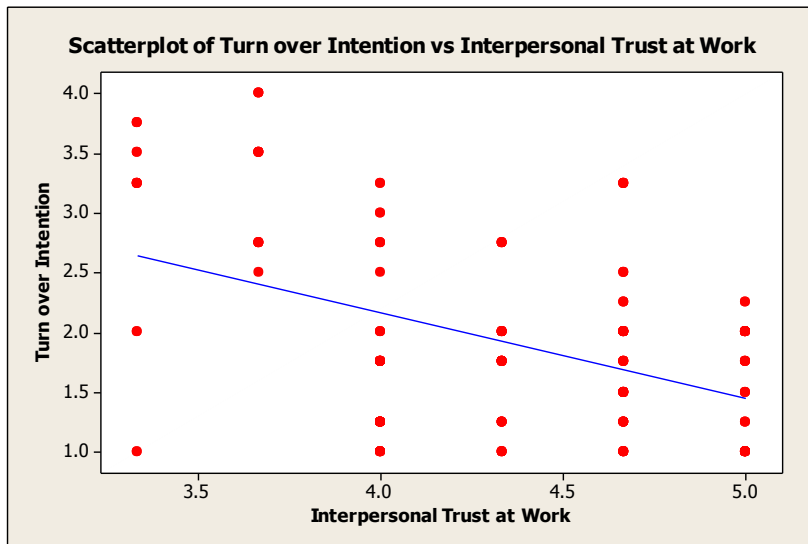


Figure 5.3.4: Interpersonal trust at work vs turnover intention

The scatter plot in Figure 5.3.4 represents the Interpersonal trust at work vs turnover intention. Scatter plot shows when Interpersonal trust at work increase Turnover intention will decrease and their correlation coefficient value is 0.11. Based on results shows a weak negative correlation between Interpersonal trust at work and Turnover intention.

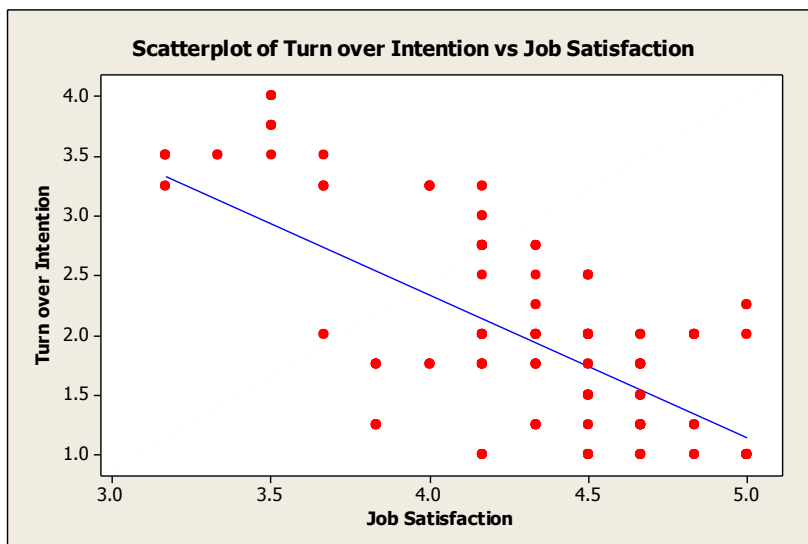


Figure 5.3.5: Job satisfaction vs turnover intention

The scatter plot in Figure 5.3.5 represents the Job Satisfaction vs turnover intention. Scatter plot shows when Job satisfaction increases Turnover intention will

decrease. Correlation coefficient value is -0.67 and it shows a strong negative correlation between Job satisfaction and Turnover intention.

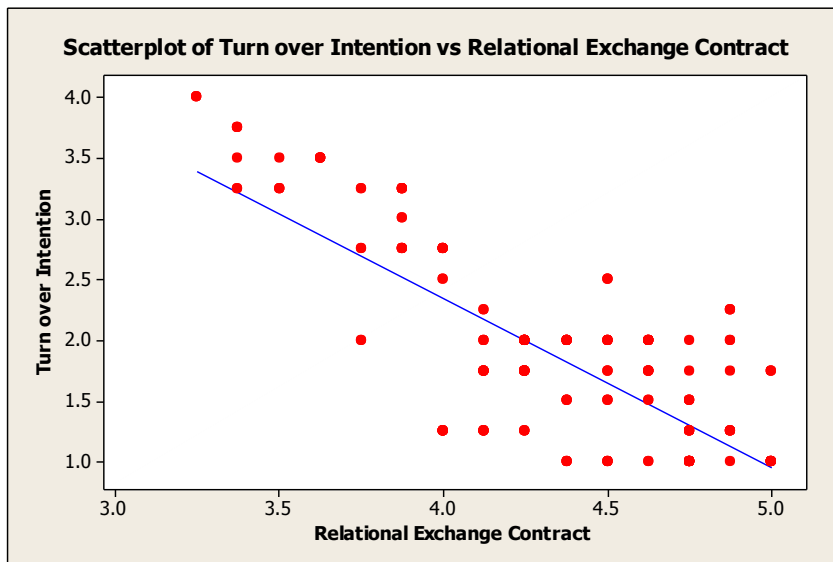


Figure 5.3.6: Relational exchange contract vs turnover intention

The scatter plot in Figure 5.3.6 represents the Relational exchange contract vs turnover Intention. Scatter plot shows when Relational exchange contract increases Turnover intention will decrease drastically. Their correlation coefficient value is -0.77. That shows strong negative correlation between Relational exchange contract and Turnover intention.

5.4 Correlation & P values between Independent variables

Table 5.4.1 summarizes the variable relationships (r value) between the selected independent variables and the significance of those relationships.

Table 5.4.1: Correlation & P values between Independent variables

	Job involvement	Affective commitment	Perceived Organisation support	Interpersonal Trust at work	Job Satisfaction	Relational Exchange contract
Affective commitment	r=0.86	-	-	-	-	-
	p=0.00	-	-	-	-	-
Perceived Organisation support	r=0.40	r=0.43	-	-	-	-
	p=0.00	p=0.00	-	-	-	-
Interpersonal Trust at work	r=0.23	r=0.18	r=0.74	-	-	-
	p=0.00	p=0.01	p=0.00	-	-	-
Job Satisfaction	r=0.17	r=0.12	r=0.63	r=0.70	-	-
	p=0.01	p=0.08	p=0.00	p=0.00	-	-
Relational Exchange contract	r=0.15	r=0.11	r=0.50	r=0.67	r=0.82	-
	p=0.04	p=0.14	p=0.00	p=0.00	p=0.00	-
Turn over Intention	r=-0.16	r=-0.09	r=-0.37	r=-0.46	r=-0.67	r=-0.77
	p=0.02	p=0.19	p=0.00	p=0.00	p=0.00	p=0.00

Chapter 6

6 Conclusion & Recommendation

Conclusion and Recommendation made base on the result which get from correlation and the P value.

6.1 Conclusion

Turnover intention and Relational exchange contract has a correlation coefficient of -0.77 and a P value of less than 0.05. Null hypothesis between these two variables can be rejected and it could be concluded that there is a strong negative relationship. This strong negative relationship could be concluded with high degree of confidence.

Turnover intention and Job involvement has a correlation coefficient of -0.67 and a P value of less than 0.05. Null hypothesis between these two variables can be rejected and it could be concluded that there is a strong negative relationship. This strong negative relationship could be concluded with high degree of confidence.

Turnover intention and Interpersonal trust at work has a correlation coefficient of -0.46 and a P value of less than 0.05. Null hypothesis between these two variables can be rejected and it could be concluded that there is a negative relationship.

Turnover intention and Perceived organisation support has a correlation coefficient of -0.37 and a P value of less than 0.05. Null hypothesis between these two variables could be rejected and it could be concluded that there is a negative relationship.

Turnover intention and Affective commitment has a correlation coefficient of -0.09 and a P value of greater than 0.05. Null hypothesis between these two variables could be accepted and it could be concluded that there is no relationship.

Turnover intention and Job involvement has a correlation coefficient of -0.16 and a P value of less than 0.05. Null hypothesis between these two variables could be rejected and it could be that there is a weak negative relationship.

Other variables; Affective commitment and Job involvement, Interpersonal trust at work and Perceived organisation support, Job satisfaction and Perceived organisation support, Job satisfaction and Interpersonal trust at work, Relational exchange contract and Interpersonal trust at work, Relational exchange contract have yielded correlation coefficient values of 0.86, 0.74, 0.63, 0.70, 0.68 and 0.82 respectively. Corresponding P values are almost zero and hence null hypothesis could be rejected. Strong positive correlations between variables could be concluded with high degree of confidence.

Few other variables; Perceived organisation support and Job involvement, Perceived organisation support and Affective commitment, Relational exchange contract and Perceived organisation support have correlation coefficient values of 0.40, 0.43 and 0.50 respectively. Corresponding P values are almost zero and null hypothesis could be rejected. Based on r and P values, positive correlations could be concluded.

Interpersonal trust at work and Job involvement, Interpersonal trust at work and Affective commitment, Job satisfaction and Job involvement, Relational exchange contract and Job involvement have correlation coefficient values of 0.23, 0.18, 0.17, 0.15 respectively. Corresponding P values are below 0.05 and null hypothesis could be rejected. Based on r and P values, weak positive relationships could be concluded.

In cases of Job satisfaction and Affective commitment, Relational exchange and Affective commitment P values are higher than 0.05 and hence null hypothesis could be accepted. This indicates no-relationship between the variables.

Summary of the findings are given below in tabular form.

Table 6.1.1: Summary of findings

	Job involvement	Affective commitment	Perceived organization support	Interpersonal trust at work	Job satisfaction	Relational exchange contract
Affective commitment						
Perceived organization support						
Interpersonal trust at work						
Job satisfaction						
Relational exchange contract						
Turn over intention						

Turnover intention and other variable relationships & confidence levels

- Strong negative relationship-high degree of confidence
- Negative relationship-high degree of confidence
- Weak negative relationship-good confidence level
- No relationship

Other variables relationship & confidence level

- Strong positive relationship-high degree of confidence
- Positive relationship-high degree of confidence
- Weak positive relationship-good confidence level
- No relationship

The results of the research study clearly show that the Relational exchange contract and Job satisfaction have strong negative relationships with Turnover intention. Hence the **Relational exchange contract** and **Job satisfaction** could be identified as the primary factors in controlling the labour turnover.

Results also show that the Perceived organization support has a strong positive relationship with Job satisfaction whereas Interpersonal trust at work has a strong positive relationship with both Perceived organization support and Job satisfaction. Hence **Perceived organization support** and **Interpersonal trust at work** could be identified as the secondary factors contributing for the labour turnover.

It is important that Management of an organization take a keen interest on above identified key factors. This will help the organization in reducing the labour turnover of new recruits. This will in turn reduce the overall labour turnover as the main component of labour turnover comes from the new recruits.

6.2 Recommendation

As mention in the conclusion Relational exchange contract and Job satisfaction is key factors for turn over intention. So improving those factors are very essential to control the labour turnover. Below mention the actions which need to be taken for improve those factors.

6.2.1 Improve Relational Exchange contract

There are several actions can be initiated to improve relational exchange contract. There are few actions recommended to improve this factor.

6.2.1.1 Recruitment and selection processes.

If the wrong person is hired for the job then relational contract breach is likely and quitting or termination is probable. It is important for organisation to ensure the individual is aware of the job requirements and the business's outlook. Re-evaluating

selection and recruitment processes can help in pinpointing weak areas and following reformation can help in ensuring efficient selection of employees.

6.2.1.2 Organisational socialisation.

Formal and thorough socialisation practices are best for relaying crucial information about the organizations goals, beliefs and expectations. By adopting or adapting a current formal induction process will help to ensure new operators receive accurate information in order to shape better aligned and increased relationship with their superiors.

6.2.1.3 Initial manager/leader meeting.

In addition to operators initial induction an initial one-on-one meeting with a manger/leader would better mold a frank and well-matched contract. This would be a more informal opportunity to ask employees questions about what are their expectations from the organization. For example questions like the following may be appropriate: Where they would like to see themselves in five years? What motivates them? What is their family situation like? This meeting is suggested to be a less formal and more conversational. This allows managers/supervisors to really get a grip on the fundamental motivations and expectations from each individual sewing operator. This meeting would also give an opportunity to ask questions and negotiate the terms of their new relationship. Finally such a meeting would allow direct and overt exchange agreements to be made if the organization deemed this appropriate.

6.2.1.4 On-going manager/leader meetings

In addition to the initial manager/supervisor meeting, follow up meetings would allow the contract to be openly discussed and re-evaluated if necessary. If external events have influenced the current relationship then terms of the contract can be discussed and negotiated. For example, if a sewing operator is about to start a family they may wish to withdraw from a more relational and career-orientated path to a more transactional but flexible contract. Even if contracts are being fulfilled these

meetings can foster engagement with an organisation and ensure that their welfare is of concern. It is important to note that these meetings are intended to be separate from formal performance appraisals and are a more relaxed discursive nature.

6.2.1.5 Communicate changes in advance

The degree of foreseeability is important to consider when organizations set out to make changes. The more advanced warning operators receive regarding the workplace alterations the more likely this will avoid contract violation. Pre-warning indicates intentions to support their welfare and thus it is likely that a positive relationship can remain intact.

6.2.1.6 Communicate how the change will impact employees

In addition to advanced warning it is necessary to communicate specifically how the changes will affect sewing operators. Even if the impact is not finalised, keeping them in the loop will ensure they feel cared for in unstable times.

6.2.1.7 Justify changes to employees

Intentionality can be a dangerous perception to play with. If employees perceive will-full intent in their employer's actions, then serious breach and violation are likely. Ensure that comprehensive justification is given when changes are necessary; as a result employees are likely to be more accepting and responsive in their attitudes to the adjustments.

6.2.2 Improve Job satisfaction

As mentioned in the conclusion Job satisfaction is the next key factor to control the labour turnover. So below mention various steps which organisation can take to improve employees job satisfaction

6.2.2.1 Respect them

It goes without saying that operator must feel respected by their managers and colleagues. A lack of respect in the workplace is a poison for which there is no antidote.

6.2.2.2 Listen, and then listen some more

Managers/Supervisors should maintain an open door policy, and encourage operators to approach them to ask questions, share ideas, and voice concerns.

6.2.2.3 Training / skills development

The development of skills is good for business and good for morale, if done in the right way. The more cynical operators may say that you're only doing this to make more money, but good managers/supervisors are big believers in career development, and making bright employees even brighter.

6.2.2.4 Recognition

If an operator has done something remarkable / innovative / valuable / useful / clever then be sure to thank them (in person, via company emails, in all-staff/line meetings, etc). Credit where credit is due. And be warned: managers that steal the credit will cause ill feeling while undermining themselves. And that never ends well.

6.2.2.5 Promotion

Operator should be bumped up the ladder on merit. It is also important to give them some visibility on their career development options.

Reference

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Appendix A

Sample Questionnaire form

This survey is conducted solely for academic (research) purposes under the MEng/PG Diploma in Manufacturing Systems Engineering program conducted by the Department of Mechanical Engineering at University of Moratuwa. The information stated in this document will be addressed with utmost confidentiality.

Place a cross ('X') in the appropriate cage.

Note: "R" denotes reverse score questions

	Concept-Job Involvement	Strongly Agree	Agree	Uncommitted	Disagree	Strongly Disagree
1	I will stay overtime to finish a job even if I am not paid for it.	5	4	3	2	1
2	The most important things that happen to me involve my work.					
3	I live, eat and breathe my job.					
4	I am very much personally involved in my work.					
5	I do not feel like part of a family in the organization. (R)	1	2	3	4	5
	Concept - Affective Commitment	Strongly Agree	Agree	Uncommitted	Disagree	Strongly Disagree
6	I feel emotionally attached to the organization.					
7	Working in this organization has a great deal of personal meaning for me.					

		Strongly Agree	Agree	Uncommitted	Disagree	Strongly Disagree
8	I feel a strong sense of belonging to the organization.					
9	This organization does not deserve my loyalty. (R)					
10	I am proud to tell others where I work at.					
11	I would be happy to work in this organization until I retire.					
	Concept - Perceived Organization Support	Strongly Agree	Agree	Uncommitted	Disagree	Strongly Disagree
12	The organization values my contribution to its wellbeing.					
13	The organization would ignore any complaint from me. (R)					
14	The organization really cares about my wellbeing.					
15	Even if I did the best job possible, the organization would fail to notice. (R)					
16	The organization shows very little concern for me. (R)					
17	The organization takes pride in my accomplishments at work.					

		Strongly Agree	Agree	Uncommitted	Disagree	Strongly Disagree
18	The organization fails to appreciate any extra effort from me. (R)					
19	The organization cares about my general satisfaction at work.					
	Concept - Interpersonal Trust at Work	Strongly Agree	Agree	Uncommitted	Disagree	Strongly Disagree
20	I feel quite confident that the firm will always try to treat me fairly.					
21	Our management would be quite prepared to gain advantage by deceiving workers. (R)					
22	Management at my firm is sincere in its attempts to meet workers point of view.					
	Concept - Job Satisfaction					
23	Generally speaking, I am very much satisfied with my job.					
24	Generally speaking, I am very satisfied with the kind of work I have to do on my job.					
25	Doing my job well increases my feeling of self-esteem.					

		Strongly Agree	Agree	Uncommitted	Disagree	Strongly Disagree
26	I feel a sense of personal satisfaction when I do my job well.					
27	Pay and other benefits are adequate for my work compared to other organizations in the industry.					
28	My job allows me to use my skills and abilities.					
	Concept-Relational Exchange Contract	Strongly Agree	Agree	Uncommitted	Disagree	Strongly Disagree
29	My organization has made a significant investment in me.					
30	The things I do on the job today will benefit my standing in this organization in the long run.					
31	There is lot of give and take in my relationship with my organization.					
32	I worry that all my efforts on behalf of my organization will never be rewarded. (R)					
33	I do not mind working hard today – I know I will eventually be rewarded by my organization.					

		Strongly Agree	Agree	Uncommitted	Disagree	Strongly Disagree
34	My relationship with my organization is based on mutual trust.					
35	I try to look out for the best interest of the organization because I can rely on my organization to take care of me.					
36	Even though I may not always receive the recognition from my organization I deserve, I know my effort will be rewarded in the future.					
	Concept-Turnover Intention	Strongly Agree	Agree	Uncommitted	Disagree	Strongly Disagree
37	I am actively searching for another job right now.					
38	I am actually planning to leave the organization within the next six months					
39	If it is possible I will quit this job at this time in my career					
40	I never have had thoughts of leaving the job					

Note: "R" denotes reverse score questions

Appendix B- Surevey Result

Factory	Participant	JOB Involvement					Affective commitment					Perceived Organization Support					Perceived Organization Support				Interpersonal Trust at Work				Interpersonal Trust at Work				Job Satisfaction				Job Satisfaction				Relational Exchange Contract				Relational Exchange Contract				Turn over Intention				Turn over Intention			
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48			
		AVERAGE																																																		
BLAW	1	5	5	4	5	4	4.60	5	5	5	5	4	4	4.67	5	5	4	5	4	5	5	4.75	4	5	4	4.33	5	5	4	5	4	4.67	4	5	5	5	4	4.63	1	2	2	2	1.75									
BLAW	2	5	5	5	5	5	5.00	5	5	5	5	4	4	4.67	5	5	5	5	4	4	5	4.75	5	5	5	5.00	5	5	5	5	3	5	4.67	5	5	5	5	4	5	4.88	1	2	2	2	1.75							
BLAW	3	5	5	4	5	5	4.80	5	5	5	5	4	5	4.83	5	4	4	3	5	4	4	5	4.25	4	3	5	4.00	4	4	4	5	4	4	4.17	4	4	4	3	4	4	3.88	3	3	3	3	3.00						
BLAW	4	4	4	4	4	5	4.20	4	4	4	5	4	4	4.17	5	5	4	5	4	5	5	4.75	5	4	5	4.67	5	5	5	5	3	5	4.67	5	5	5	4	5	5	4.88	2	2	2	2	2.00							
BLAW	5	4	4	4	5	4	4.20	4	4	4	4	4	4	4.00	5	5	4	5	5	5	4	5	4.75	4	5	5	4.67	5	5	5	4	4	5	4.67	5	5	5	5	5	5	5.00	1	2	2	2	1.75						
BLAW	6	4	4	4	4	4	4.20	4	4	4	4	4	4	4.00	4	4	4	5	5	4	4	5	4.38	5	5	5	5.00	5	5	5	4	4	5	4.83	5	5	5	4	5	4	5	4.75	2	2	2	2	2.00					
BLAW	7	4	4	3	4	4	3.80	4	4	4	4	4	3	3.83	5	5	5	5	2	4	4	4.38	5	5	4	4.67	5	4	4	4	5	5	4.50	5	4	4	4	4	4	4	4.13	2	2	2	1	1.75						
BLAW	8	4	3	3	3	4	3.40	4	4	3	4	3	3	3.50	4	3	3	4	3	4	4	3.63	4	4	3	3.67	4	4	4	5	4	4	4.17	4	4	4	3	4	4	4	3.88	3	3	3	2	2.75						
BLAW	9	3	3	3	4	4	3.40	5	5	4	5	1	1	3.50	4	5	3	3	5	3	1	4	3.50	3	4	3	3.33	4	3	4	3	4	4	3.67	4	4	4	4	2	4	4	4	3.75	2	2	2	2	2.00				
BLAW	10	5	5	4	5	5	4.80	5	5	5	5	4	4	4.67	5	5	4	5	4	4	4	4.38	5	4	4	4.33	5	5	5	4	4	4	4.50	5	5	4	4	4	4	5	5	4.50	2	2	2	2	2.00					
BLAW	11	5	5	5	5	4	4.80	5	5	5	5	4	4	4.67	5	5	4	5	4	5	5	4.75	5	5	5	5.00	5	5	5	5	5	5	5.00	5	5	5	4	3	3	5	4.38	2	2	2	2	2.00						
BLAW	12	5	5	5	4	4	4.60	5	5	5	5	4	4	4.67	5	5	5	5	4	4	5	4.75	5	5	4	4.67	5	5	5	5	4	5	4.83	4	4	5	4	5	5	5	4.63	2	2	2	2	2.00						
BLAW	13	5	5	4	3	4	4.20	5	5	4	5	4	4	4.20	5	4	4	3	5	4	4	5	4.25	4	5	5	4.67	5	4	4	5	4	5	4.50	5	5	4	4	5	5	5	4.75	1	2	1	1	1.25					
BLAW	14	5	5	5	5	4	4.80	5	5	5	5	4	4	4.67	5	5	4	5	4	5	5	4.75	5	5	5	5.00	5	4	5	5	4	5	4.67	5	5	5	5	4	5	4	4	4.75	2	1	2	2	1.75					
BLAW	15	5	5	5	5	4	4.80	5	5	5	5	4	4	4.67	5	5	4	5	5	4	5	4.75	5	5	5	5.00	5	5	5	5	4	5	4.83	4	4	5	5	5	5	5	4.75	1	1	1	1	1.00						
BLAW	16	5	4	5	4	5	4.60	5	5	5	5	4	4	4.67	4	4	4	5	5	4	4	5	4.38	5	5	4	4.67	4	4	5	5	4	5	4.50	4	5	4	4	5	4	4	4	4.25	2	2	2	2	2.00				
BLAK	17	3	4	3	3	3	3.20	2	4	4	4	3	2	3.17	4	2	4	3	4	2	4	4	3.38	3	4	4	3.67	4	4	4	3	2	4	3.50	4	3	3	3	3	3	3	3	3.25	4	4	4	4	4.00				
BLAK	18	5	5	4	4	5	4.60	4	5	4	5	5	5	4.67	5	5	5	4	5	5	5	4.75	5	5	5	5.00	4	5	4	5	3	4	4.17	5	4	4	4	4	4	5	5	4.38	2	2	2	2	2.00					
BLAK	19	5	5	5	5	4	4.80	4	5	5	5	4	5	4.67	4	5	4	4	5	5	5	4.50	5	5	5	5.00	5	5	5	5	4	4	4.50	5	5	5	5	5	5	5	5.00	1	1	1	1	1.00						
BLAK	20	3	3	4	4	4	3.60	4	4	4	5	3	3	3.63	4	4	4	5	1	4	4	3.63	3	3	4	3.33	4	4	4	3	1	4	3.33	4	4	3	3	3	4	4	4	3.63	3	4	3	4	3.50					
BLAK	21	4	4	3	4	4	3.80	4	4	4	4	3	4	3.83	5	5	4	3	4	3	5	4.25	4	4	4	4.00	4	4	4	4	3	4	3.83	4	4	4	4	5	4	4	4	4.25	2	1	2	2	1.75					
BLAK	22	5	5	5	5	4	4.80	5	5	5	5	5	5	5.00	5	5	5	5	4	4	5	4.75	4	4	5	4.33	4	4	4	5	4	4	4.33	4	4	4	5	4	4	4	4	4.25	2	1	3	2	2.00					
BLAK	23	4	4	4	4	5	4.20	4	4	5	5	4	4	4.33	5	4	4	3	5	4	4	4.25	5	3	5	4.33	4	4	5	4	2	4	3.83	4	4	4	4	4	4	5	4	4.13	1	1	1	2	1.25					
BLAK	24	4	5	4	5	4	4.40	5	4	5	4	4	4	4.43	5	5	5	3	5	5	4	4.63	5	5	5	5.00	5	5	5	5	3	4	4.50	4	5	4	4	5	4	4	4	4.25	2	2	2	2	2.00					
BLAK	25	4	3	4	4	3	3.60	5	4	5	4	1	4	3.83	5	4	5	5	5	4	5	4.75	5	5	5	5.00	5	5	4	4	3	4	4.17	4	5	5	5	3	3	4	4	4.38	2	2	2	2	2.00					
BLAK	26	5	4	4	5	4	4.40	5	5	5	5	2	5	4.50	4	4	2	3	4	4	5	3.88	3	3	4	3.33	4	3	3	2	4	3.17	3	3	4	3	3	3	4	4	3.38	3	4	3	3	3.25						
BLAK	27	4	4	4	4	3	3.80	4	4	3	3	4	4	3.67	5	5	5	5	2	4	4	4.38	4	4	4	4.00	4	5	4	5	3	4	4.17	5	5	5	5	4	4	4	4	4.50	2	1	2	2	1.75					
BLAK	28	3	4	4	3	3	3.40	4	4	3	3	3	3	3.33	5	5	5	4	5	5	4	4.75	5	5	4	4.67	5	5	5	5	2	5	4.50	4	5	4	5	4	5	5	4.63	2	1	2	1	1.50						
BLAK	29	4	4	4	3	4	3.80	4	4	3	4	3	4	3.67	4	5	4	3	5	3	1	4	3.63	4	4	4	4.00	5	5	5	4	4	4	4.50	5	5	5	5	4	5	4	4	4.75	1	1	1	1	1.00				
BLAK	30	5	4	5	4	4	4.40	5	5	4	4	4	3	4.17	5	5	4	4	5	1	4	4	4.00	4	4	4	4.00	4	4	5	4	4	4	4.17	4	4	4	5	5	4	5	4	4.38	1	1	1	1	1.00				
BLAK	31	4	5	4	5	5	4.60	5	5	5	5	5	5	5.00	5	5	4	5	4	5	5	4.75	5	5	5	5.00	5	5	5	5	4	5	4.83	5	5	5	5	5	4	5	4	4.75	1	2	1	1	1.25					
BLAK	32	4	5	4	4	5	4.40	5	5	5	5	4	4	4.67	5	5	5	5	4	4	5	4.75	5	4	5	4.67	5	5	4	5	5	4	4.67	5	5	5	4	4	5	5	4	4.75	1	2	2	1	1.50					
BLAK	33	4	4	3	2	3	3.20	4	4	4	4	2	2	3.33	5	4	4	3	5	4	4	4.25	4	5	5	4.67	5	5	5	5	5	5	5.00	5	5	5	5	5	5	5	5	5.00	1	1	1	1	1.00					
BLAK	34	4	4	4	4	3	3.80	4	4	4	4	3	3	3.67	5	5	4	5	4	5	3	3	4.25	4	4	4	4.00	4	4	4	5	3	5	4.33	4	4	4	5	4	4	5	4	4.25	1	2	1	1	1.25				
BLAK	35	4	5	1	3	3	3.20	4	4	4	4	2	2	3.33	5	4	5	5	4	5	4	4.75	5	5	5	5.00	5	5	5	4	5	5	4.83	4	5	5	4	4	5	5	5	4.63	1	2	3	2	2.00					
BLAK	36	5	4	4	4	4	4.20	5	5	5	5	2	4	4.33	4	4	4	5	5	4	4	5	4.38	4	4	3	3.67	5	4	4	4	4	4	4.17	5	5	4	4	4	3	4	3	4.00	3	2	3	2	2.50				
BLAK	37	4	5	4	4	5	4.40	5	5	4	5	5	5	4.83	5	5	5	5	2	4	4	4.38	4	5	5	4.67	5	5	5	3	4	4	4.50	5	5	5	4	5	4</													

BIAM	59	4 4 4 4 5	4.20	4 4 4 4 4	4.00	4 5 4 3 5 3 1 4	3.63	4 4 4 3	3.67	4 3 3 3 2 4	3.17	4 4 3 4 3 4 4 3	3.63	4 4 3 3	3.50
BIAM	60	5 5 4 5 5	4.80	5 5 4 5 2 4	4.17	5 5 4 4 5 1 4 4	4.00	4 5 3	4.00	4 4 5 5 3 5	4.33	4 5 4 4 4 4 4 3	4.00	1 2 1 1	1.25
BIAM	61	5 4 3 4 4	4.00	3 4 4 4 3 4	3.67	5 5 4 3 4 5 5 5	4.50	5 5 5	5.00	5 5 5 5 5 5	5.00	5 5 4 4 5 5 4 5	4.63	1 1 1 1	1.00
BIAM	62	4 4 3 4 4	3.80	4 3 4 4 3 2	3.33	4 2 4 2 4 4 4 5	3.63	4 4 5	4.33	4 5 5 5 5 4	4.67	5 5 5 4 5 5 5 4	4.75	1 1 1 1	1.00
BIAM	63	4 4 3 3 4	3.60	4 5 3 4 4 3	3.83	5 4 4 3 5 4 5 4	4.25	5 5 4	4.67	5 5 5 5 5 5	5.00	5 5 4 5 5 5 5 5	4.88	1 1 1 1	1.00
BIAM	64	5 5 3 3 4	4.00	4 5 3 4 4 3	3.83	5 5 4 5 4 5 5 5	4.75	5 5 5	5.00	5 5 4 4 3 5	4.33	4 4 5 4 3 4 4 5	4.13	3 3 2 1	2.25
BIAM	65	4 4 4 3 3	3.60	4 4 4 4 2 4	3.67	5 5 4 3 2 5 4 5	4.13	5 4 5	4.67	5 5 5 4 4 4	4.50	5 5 5 5 4 4 4 3	4.38	1 2 1 2	1.50
BIAM	66	5 5 4 5 4	4.60	4 5 5 5 3 3	4.17	4 4 4 5 3 4 4 3	3.88	4 3 4	3.67	3 4 4 4 3 4	3.67	3 4 3 4 3 4 4 3	3.50	4 4 3 3	3.50
BIAM	67	4 4 3 4 5	4.00	5 5 3 5 4 4	4.33	5 5 5 5 2 4 4	4.38	4 4 4	4.00	4 4 5 4 3 5	4.17	4 4 5 5 4 4 4 4	4.25	1 2 2 2	1.75
BIAM	68	4 5 4 5 5	4.60	5 4 4 5 2 3	3.83	5 5 5 4 5 5 5 4	4.75	4 5 5	4.67	5 5 5 5 4 4	4.67	5 5 5 5 5 5 5 5	5.00	1 1 1 1	1.00
BIAM	69	5 5 3 5 5	4.60	5 4 4 5 3 3	4.00	4 5 4 3 5 3 1 4	3.63	5 4 4	4.33	4 4 4 4 4 4	4.00	4 4 4 5 4 4 4 4	4.13	1 2 2 2	1.75
BIAM	70	4 4 4 4 4	4.00	4 4 4 4 4 2	3.67	5 5 4 4 5 1 4 4	4.00	4 5 4	4.33	5 5 4 4 4 4	4.33	4 5 5 4 4 4 5 5	4.63	2 2 2 1	1.75
BIAM	71	4 4 4 3 4	3.80	4 4 4 4 2 4	3.67	5 5 5 5 4 4 5	4.75	5 5 5	5.00	5 5 5 5 5 5	5.00	5 5 5 5 5 5 4 4	4.75	1 1 1 1	1.00
BIAM	72	4 5 5 5 5	4.80	5 5 5 5 4 4	4.67	5 4 4 3 5 4 4 5	4.25	4 4 4	4.00	4 4 5 5 4 4	4.33	5 5 5 4 3 4 4 3	4.13	2 2 1 2	1.75
BIAM	73	4 5 4 3 3	3.80	4 5 4 4 3 2	3.67	5 5 4 5 4 5 3 4	4.38	5 5 5	5.00	5 5 5 5 5 5	4.17	5 5 4 4 4 5 4 3	4.25	2 2 2 2	2.00
BIAM	74	4 4 4 4 4	4.00	4 4 4 5 4 5	4.33	5 5 4 5 5 4 5	4.75	5 5 5	5.00	5 5 5 3 5 5	4.67	5 5 5 3 4 5 4 4	4.50	1 2 2 1	1.50
BIAM	75	4 4 4 4 3	3.80	5 4 4 4 1 2	3.33	4 4 1 4 3 4 4 5	3.63	4 5 3	4.00	4 4 5 5 4 4	4.33	4 4 4 4 4 4 4 4	4.00	3 3 2 2	2.50
BIAM	76	5 5 4 4 5	4.60	5 4 4 4 3 4	4.00	5 5 5 4 4 5 5 5	4.75	4 5 5	4.67	4 5 5 4 4 5	4.50	5 4 4 5 3 5 4 3	4.13	2 2 2 2	2.00
BIAM	77	4 4 4 4 4	4.00	4 4 4 4 4 5	4.17	5 5 5 5 5 5 5 5	5.00	5 4 5	4.67	5 5 5 5 5 5	5.00	5 5 5 4 4 5 5 5	4.75	1 1 1 1	1.00
MAS Linea	78	4 5 4 4 5	4.40	5 5 5 5 4 4	4.67	5 5 5 5 4 4 5	4.75	5 4 5	4.67	5 5 4 5 5 4	4.67	5 5 5 5 4 4 5 5	4.75	1 2 2 1	1.50
MAS Linea	79	5 5 3 5 5	4.60	5 4 4 5 3 3	4.00	4 5 4 3 5 3 1 4	3.63	5 4 4	4.33	4 4 4 4 4 4	4.00	4 4 4 5 4 4 4 4	4.13	1 2 2 2	1.75
MAS Linea	80	5 5 4 5 5	4.80	5 5 4 5 2 4	4.17	5 5 4 5 5 4 5	4.75	5 5 5	5.00	5 5 5 5 5 5	5.00	5 5 5 5 5 5 5 5	5.00	1 1 1 1	1.00
MAS Linea	81	5 4 4 4 4	4.20	4 4 4 4 4 4	4.00	5 5 5 4 5 5 5 4	4.75	4 5 5	4.67	4 4 4 4 4 4	4.00	4 5 4 4 3 4 4 3	3.88	3 3 3 4	3.25
MAS Linea	82	4 4 4 3 4	3.80	4 4 3 4 3 4	3.67	4 5 4 3 5 3 1 4	3.63	4 4 4	4.00	5 5 5 4 4 4	4.50	5 5 5 5 4 5 4 4	4.75	1 1 1 1	1.00
MAS Linea	83	4 4 3 4 4	3.80	4 4 4 4 4 3	3.83	5 5 5 5 2 4 4	4.38	5 5 4	4.67	5 4 4 4 5 5	4.50	5 4 4 4 4 4 4 4	4.13	2 2 2 1	1.75
MAS Linea	84	4 4 4 4 4	4.00	4 4 4 4 4 2	3.67	5 5 4 4 5 1 4 4	4.00	4 5 4	4.33	5 5 4 4 4 4	4.33	4 5 5 5 4 4 5 5	4.63	2 2 2 1	1.75
MAS Linea	85	4 4 4 3 4	3.80	4 4 4 4 2 4	3.67	5 5 5 5 4 4 5	4.75	5 5 5	5.00	5 5 5 5 5 5	5.00	5 5 5 5 5 5 4 4	4.75	1 1 1 1	1.00
MAS Linea	86	3 3 3 4 4	3.40	5 4 5 5 1 1	3.50	5 5 4 4 5 1 4 4	4.00	4 4 4	4.00	5 5 4 4 4 4	4.33	4 4 4 5 4 4 5 4	4.25	2 2 2 2	2.00
MAS Linea	87	5 5 4 4 4	4.40	4 4 4 4 4 4	4.00	5 5 4 5 4 5 5 5	4.75	4 5 4	4.33	4 4 5 4 4 4	4.17	4 4 3 4 4 4 4 3	3.75	2 3 3 3	2.75
MAS Linea	88	5 5 5 5 4	4.80	5 5 5 5 5 5	5.00	5 5 5 5 4 4 5	4.75	4 4 5	4.33	4 4 5 4 3 5	4.33	4 4 4 5 5 4 4 4	4.25	2 1 3 2	2.00
MAS Linea	89	4 4 4 4 5	4.20	4 4 5 5 4 4	4.33	4 4 3 5 4 4 5	4.25	3 3 5	4.33	4 4 5 4 2 4	3.83	4 4 4 4 4 4 5 4	4.13	1 1 1 2	1.25
MAS Linea	90	5 5 4 4 5	4.60	5 4 4 4 3 4	4.00	5 5 5 4 4 5 5 5	4.75	4 5 5	4.67	4 5 5 4 4 5	4.50	5 4 4 5 3 5 4 3	4.13	2 2 2 2	2.00
MAS Linea	91	5 5 4 5 5	4.80	5 5 5 5 4 5	4.83	5 4 4 3 5 4 4 5	4.25	4 3 5	4.00	4 4 4 5 4 4	4.17	4 4 4 3 3 4 4 4	3.88	3 3 3 3	3.00
MAS Linea	92	4 4 4 5 4	4.20	4 4 4 4 4 4	4.00	5 5 4 5 5 5 4 5	4.75	4 5 5	4.67	5 5 5 4 4 5	4.67	5 5 5 5 5 5 5 5	5.00	1 2 2 2	1.75
MAS Linea	93	4 3 3 3 4	3.40	4 4 3 4 3 3	3.50	4 3 3 4 3 4 4 4	3.63	4 4 3	3.67	4 4 4 5 4 4	4.17	4 4 4 4 3 4 4 4	3.88	3 3 3 2	2.75
MAS Linea	94	5 5 4 5 5	4.80	5 5 5 5 4 4	4.67	5 5 4 4 5 4 4 4	4.38	5 4 4	4.33	5 5 5 4 4 4	4.50	5 5 4 4 4 4 5 5	4.50	2 2 2 2	2.00
MAS Linea	95	5 5 5 4 4	4.60	5 5 5 5 4 4	4.67	5 5 5 5 4 4 5	4.75	5 5 4	4.67	5 5 5 4 4 5	4.83	4 4 5 4 5 5 5 5	4.63	2 2 2 2	2.00
MAS Linea	96	3 4 3 3 3	3.20	2 4 4 4 3 2	3.17	4 2 4 3 4 2 4 4	3.38	3 4 4	3.67	4 4 4 3 2 4	3.50	4 3 3 3 3 3 4 3	3.25	4 4 4 4	4.00
MAS Linea	97	4 4 3 4 4	3.80	4 4 4 4 3 4	3.83	5 5 4 3 4 3 5 5	4.25	4 4 4	4.00	4 4 4 4 3 4	3.83	4 4 4 4 5 4 4 5	4.25	2 1 2 2	1.75
MAS Linea	98	4 4 4 4 5	4.20	4 4 5 5 4 4	4.33	5 4 4 3 5 4 4 5	4.25	5 3 5	4.33	4 5 5 4 2 4	3.83	4 4 4 4 4 4 5 4	4.13	1 1 1 2	1.25
MAS Linea	99	4 5 4 5 4	4.40	5 4 5 4 4 4	4.33	5 5 5 3 5 5 4	4.63	5 5 5	5.00	5 5 5 3 4	4.50	4 5 4 5 4 5 4 4	4.25	2 2 2 2	2.00
MAS Linea	100	4 4 4 4 3	3.80	4 4 3 3 4 4	3.67	5 5 5 5 2 4 4	4.38	4 4 4	4.00	4 5 4 5 3 4	4.17	5 5 5 4 4 4 4 4	4.50	2 1 2 2	1.75
MAS Linea	101	3 4 4 3 3	3.40	4 4 3 3 3 3	3.33	5 5 5 4 5 5 5 4	4.75	5 5 4	4.67	5 5 5 2 5	4.50	4 5 5 4 5 4 5 5	4.63	2 1 2 1	1.50
MAS Linea	102	5 4 5 4 4	4.40	5 5 4 4 4 3	4.17	5 5 4 4 5 1 4 4	4.00	4 4 4	4.00	4 4 5 4 4 4	4.17	4 4 4 5 4 5 4 4	4.38	1 1 1 1	1.00
MAS Linea	103	4 4 3 2 3	3.20	4 4 4 4 2 2	3.33	5 4 4 3 5 4 4 5	4.25	4 5 5	4.67	5 5 5 5 5 5	5.00	5 5 5 5 5 5 5 5	5.00	1 1 1 1	1.00
MAS Active	104	4 4 3 4 4	3.80	4 4 4 4 3 4	3.83	5 5 4 3 4 3 5 5	4.25	4 4 4	4.00	4 4 4 3 4 3	3.83	4 4 4 4 5 4 4 5	4.25	2 1 2 2	1.75
MAS Active	105	5 5 4 4 5	4.60	5 4 4 4 3 4	4.00	5 5 5 4 4 5 5 5	4.75	4 5 5	4.67	4 5 5 4 4 5	4.50	5 4 4 5 3 5 4 3	4.13	2 2 2 2	2.00
MAS Active	106	5 5 4 5 5	4.80	5 5 4 5 2 4	4.17	5 5 5 4 5 5 4 5	4.75	5 5 5	5.00	5 5 5 5 5 5	5.00	5 5 5 5 5 5 5 5	5.00	1 1 1 1	1.00
MAS Active	107	4 4 4 4 5	4.20	4 4 4 5 4 4	4.17	5 5 4 5 4 5 5 5	4.75	5 4 5	4.67	5 5 5 3 5 5	4.67	5 5 5 5 4 5 5 5	4.88	2 2 2 2	2.00
MAS Active	108	4 3 3 3 4	3.40	4 4 3 4 3 3	3.50	4 3 3 4 3 4 4 4	3.63	4 4 3	3.67	4 4 4 5 4 4	4.17	4 4 4 4 3 4 4 4	3.88	3 3 3 2	2.75
MAS Active	109	5 5 5 4 4	4.60	5 5 5 5 4 4	4.67	5 5 5 5 4 4 5	4.75	5 5 4	4.67	5 5 5 4 4 5	4.83	4 4 5 4 5 5 5 5	4.63	2 2 2 2	2.00
MAS Active	110	3 4 3 3 3	3.20	2 4 4 4 3 2	3.17	4 2 4 3 4 2 4 4	3.38	3 4 4	3.67	4 4 4 3 2 4	3.50	4 3 3 3 3 3 4 3	3.25	4 4 4 4	4.00
MAS Active	111	4 4 3 4 4	3.80	4 4 4 4 3 4	3.83	5 5 4 3 4 3 5 5	4.25	4 4 4	4.00	4 4 4 4 3 4	3.83	4 4 4 4 5 4 4 5	4.25	2 1 2 2	1.75
MAS Active	112	4 3 4 4 3	3.60	5 4 5 4 1 4	3.83	5 5 4 5 5 5 4 5	4.75	5 5 5	5.00	5 5 4 4 3 4	4.17	4 5 5 5 3 4 4 4	4.38	2 2 2 2	2.00
MAS Active	113	5 4 5 4 4	4.40	5 5 4 4 4 3	4.17	5 5 4 4 5 1 4 4	4.00	4 4 4	4.00	4 4 5 4 4 4	4.17	4 4 4 5 5 4 4 5	4.38	1 1 1 1	1.00
MAS Active	114	4 5 4 4 5	4.40	5 5 5 5 4 4	4.67	5 5 5 5 4 4 5	4.75	5 4 5	4.67	5 5 4 5 5 4	4.67	5 5 5 4 4 5 5 5	4.75	1 2 2 1	1.50
MAS Active	115	4 4 4 4 3	3.80	4 4 4 4 3 3	3.67	5 5 4 4 5 3 3 3	4.25	4 4 4	4.00	4 5 5 4 3 5	4.33	4 4 4 5 4 4 5 4	4.25	1 2 1 1	1.25
MAS Active	116	5 4 4 3 3	3.80	5 5 5 5 1 1	3.67	5 5 5 4 5 5 4 5	4.75	5 4 5	4.67	5 5 5 5 5 5	5.00	5 5 5 4 5 5 5 5	4.88	2 3 2 2	2.25
MAS Active	117	5 5 4 4 5	4.60	5 5 4 4 4 4	4.33	5 5 5 5 4 4 5	4.75	4 5 5	4.67	5 4 4 5 5 5	4.67	5 5 5 4 5 5 5 5	4.88	1 2 1 1	1.25
MAS Active	118	5 5 4 4 4	4.40	5 5 5 5 2 4	4.33	5 5 4 5 5 5 4 5	4.75	4 4 4	4.00	5 5 5 4 4 5	4.67	4 4 5 4 4 4 4 3	4.00	1 2 1 1	1.25
MAS Active	119	5 4 3 5 4	4.20	5 5 5 4 2 4	4.17	5 5 4 5 4 5 5 5	4.75	4 5 5	4.67	5 5 5 2 5	4.50	5 5 4 5 4 5 4 3	4.38	1 2 1 2	1.50
MAS Active	120	4 4 4 4 5	4.20	4 4 4 4 4 4	4.00	4 5 4 3 5 3 1 4	3.63	4 4 3	3.67	4 3 3 3 2 4	3.17	4 4 3 4 3 4 4 3	3.63	4 4 3 3	3.50
MAS Active	121	4 4 3 4 4	3.80	4 3 4 4 3 2	3.33	4 2 4 2 4 4 4 5	3.63	4 4 5	4.33	4 5 5 5 5 4	4.67	5 5 5 4 5 5 5 4	4.75	1 1 1 1	1.00

MAS Active	122	4 4 4 4 3 3	3.60	4 4 4 4 2 4	3.67	5 5 4 3 2 5 4 5	4.13	5 4 5	4.67	5 5 5 4 4 4	4.50	5 5 5 5 4 4 4 3	4.38	1 2 1 2	1.50
MAS Active	123	4 4 3 4 5	4.00	5 5 3 5 4 4	4.33	5 5 5 5 2 4 4	4.38	4 4 4	4.00	4 4 5 4 3 5	4.17	4 4 5 5 4 4 4 4	4.25	1 2 2 2	1.75
MAS Active	124	4 4 4 4 4	4.00	4 4 4 4 2	3.67	5 5 4 5 1 4 4	4.00	4 5 4	4.33	5 5 4 4 4 4	4.33	4 5 5 5 4 4 5 5	4.63	2 2 2 1	1.75
MAS Active	125	4 4 4 4 4	4.00	4 4 4 4 5	4.17	5 5 5 5 5 5 5	5.00	5 4 5	4.67	5 5 5 5 5 5	5.00	5 5 5 5 4 5 5 5	4.75	1 1 1 1	1.00
Omegaline	126	4 4 4 3 4	3.80	4 4 3 4 3 4	3.67	4 5 4 3 5 3 1 4	3.63	4 4 4	4.00	5 5 5 4 4 4	4.50	5 5 5 5 4 5 4	4.75	1 1 1 1	1.00
Omegaline	127	4 5 5 5 5	4.80	5 5 5 5 5 5	5.00	5 5 4 5 4 5 5 5	4.75	5 5 5	5.00	5 5 5 5 4 5	4.83	5 5 5 5 5 4 5 4	4.75	1 2 1 1	1.25
Omegaline	128	4 4 4 4 3	3.80	4 4 4 4 3 3	3.67	5 5 4 5 4 5 3 3	4.25	4 4 4	4.00	4 5 5 4 3 5	4.33	4 4 4 5 4 4 5 4	4.25	1 2 1 1	1.25
Omegaline	129	4 5 4 4 5	4.40	5 5 4 5 5 5	4.83	5 5 5 5 2 4 4	4.38	4 5 5	4.67	5 5 5 3 4	4.50	5 5 5 5 4 5 4 4	4.50	3 3 3 1	2.50
Omegaline	130	5 5 4 4 5	4.60	5 5 4 4 4 4	4.33	5 5 5 5 4 4 5	4.75	4 5 5	4.67	5 4 4 5 5 5	4.67	5 5 5 5 4 5 5 5	4.88	1 2 1 1	1.25
Omegaline	131	5 5 4 4 4	4.40	5 5 5 5 2 4	4.33	5 5 4 5 5 5 4 5	4.75	4 4 4	4.00	5 5 5 4 4 5	4.67	4 4 5 4 4 4 4 3	4.00	1 2 1 1	1.25
Omegaline	132	5 4 4 4 4	4.20	4 4 4 4 4 4	4.00	5 5 5 4 5 5 5 4	4.75	4 5 5	4.67	4 4 4 4 4 4	4.00	4 5 4 4 4 3 4 3	3.88	3 3 3 4	3.25
Omegaline	133	5 5 3 5 4	4.40	5 5 5 5 1 4	4.17	5 5 4 5 4 5 5 5	4.75	5 5 5	5.00	4 4 5 4 5 5	4.50	5 5 5 3 4 5 5 4	4.50	1 1 1 1	1.00
Omegaline	134	5 4 3 4 5	4.20	5 4 3 4 4 4	4.00	5 5 4 5 5 4 5	4.75	5 5 5	5.00	5 5 5 3 5	4.67	5 5 5 3 4 4 3	4.25	2 2 1 2	1.75
Omegaline	135	5 5 4 5 5	4.80	5 5 4 5 2 4	4.17	5 5 4 5 1 4 4	4.00	4 5 3	4.00	4 4 5 3 5	4.33	4 5 4 4 4 4 4 3	4.00	1 2 1 1	1.25
Omegaline	136	4 4 3 4 4	3.80	4 3 4 4 3 2	3.33	4 2 4 2 4 4 4 5	3.63	4 4 5	4.33	4 5 5 5 5 4	4.67	5 5 5 4 5 5 5 4	4.75	1 1 1 1	1.00
Omegaline	137	4 4 4 4 4	4.00	4 4 4 4 4 2	3.67	5 5 4 4 5 1 4 4	4.00	4 5 4	4.33	4 5 5 4 4 4	4.33	4 5 5 4 4 5 5 5	4.63	2 2 2 1	1.75
Omegaline	138	4 4 4 3 4	3.80	4 4 4 4 2 4	3.67	5 5 5 5 4 4 5	4.75	5 5 5	5.00	5 5 5 5 5 5	5.00	5 5 5 5 5 4 4	4.75	1 1 1 1	1.00
Omegaline	139	4 4 4 4 4	4.00	4 4 4 5 4 5	4.33	5 5 4 5 5 4 5	4.75	5 5 5	5.00	5 5 5 3 5	4.67	5 5 5 5 3 4 5 4	4.50	1 2 2 1	1.50
Omegaline	140	4 4 4 4 4	4.00	4 4 4 4 4 5	4.17	5 5 5 5 5 5 5	5.00	5 4 5	4.67	5 5 5 5 5 5	5.00	5 5 5 4 4 5 5 5	4.75	1 1 1 1	1.00
Omegaline	141	5 4 4 4 4	4.20	4 4 4 4 4 4	4.00	5 5 5 4 5 5 5 4	4.75	4 5 5	4.67	4 4 4 4 4 4	4.00	4 5 4 4 4 4 3 4 3	3.88	3 3 3 4	3.25
Omegaline	142	4 4 4 3 4	3.80	4 4 4 4 2 4	3.67	5 5 5 5 4 4 5	4.75	5 5 5	5.00	5 5 5 5 5 5	5.00	5 5 5 5 5 5 4 4	4.75	1 1 1 1	1.00
Omegaline	143	3 3 3 4 4	3.40	5 5 4 5 1 1	3.50	4 5 3 3 5 3 1 4	3.50	3 4 3	3.33	4 3 4 3 4 4	3.67	4 4 4 2 4 4 4 4	3.75	2 2 2 2	2.00
Omegaline	144	5 5 4 5 5	4.80	5 5 5 5 4 4	4.67	5 5 4 5 4 4 4 4	4.38	5 4 4	4.33	5 5 5 4 4 4	4.50	5 5 4 4 4 4 5 5	4.50	2 2 2 2	2.00
Omegaline	145	5 5 5 5 4	4.80	5 5 5 4 4 4	4.50	5 5 4 5 5 5 4 5	4.75	5 5 5	5.00	5 5 5 5 4 5	4.83	4 4 5 5 5 5 5 5	4.75	1 1 1 1	1.00
Omegaline	146	5 4 5 4 5	4.60	5 5 5 5 4 4	4.67	4 4 4 5 4 4 5	4.38	5 5 4	4.67	4 4 5 5 4 5	4.50	4 5 4 4 5 4 4 4	4.25	2 2 2 2	2.00
Omegaline	147	3 3 4 4 4	3.60	4 4 4 5 3 3	3.83	4 3 4 5 1 4 4	3.63	3 3 4	3.33	4 4 4 3 1 4	3.33	4 4 3 3 3 4 4 4	3.63	3 4 3 4	3.50
Omegaline	148	4 4 4 4 5	4.20	4 4 5 5 4 4	4.33	4 4 4 3 5 4 4 5	4.25	3 3 5	4.33	4 4 5 4 2 4	3.83	4 4 4 4 4 4 5 4	4.13	1 1 1 2	1.25
Omegaline	149	4 3 4 4 3	3.60	5 4 5 4 1 4	3.83	5 5 4 5 5 4 4 5	4.75	5 5 5	5.00	5 5 4 4 3 4	4.17	4 5 5 5 3 4 4 4	4.38	2 2 2 2	2.00
Omegaline	150	4 4 4 4 3	3.80	4 4 3 3 4 4	3.67	5 5 5 5 2 4 4 5	4.38	4 4 4	4.00	4 5 4 5 3 4	4.17	5 5 5 5 4 4 4 4	4.50	2 1 2 2	1.75
Omegaline	151	4 4 4 3 4	3.80	4 4 3 4 3 4	3.67	4 5 4 3 5 3 1 4	3.63	4 4 4	4.00	5 5 5 4 4 4	4.50	5 5 5 5 4 5 4 5	4.75	1 1 1 1	1.00
Omegaline	152	4 5 5 5 5	4.80	5 5 5 5 5 5	5.00	5 5 4 5 4 5 5 5	4.75	5 5 5	5.00	5 5 5 5 4 5	4.83	5 5 5 5 5 4 5 4	4.75	1 2 1 1	1.25
Omegaline	153	4 4 4 4 3	3.80	4 4 4 4 3 3	3.67	5 5 4 5 4 5 3 3	4.25	4 4 4	4.00	4 5 5 4 3 5	4.33	4 4 4 5 4 4 5 4	4.25	1 2 1 1	1.25
Omegaline	154	4 5 1 3 3	3.20	4 4 4 4 2 2	3.33	5 5 4 5 5 4 5	4.75	5 5 5	5.00	5 5 5 4 5	4.83	4 5 5 4 4 5 5 5	4.63	1 2 2 2	2.00
Omegaline	155	4 5 4 4 5	4.40	5 5 4 5 5 5	4.83	5 5 5 5 2 4 4	4.38	4 5 5	4.67	5 5 5 3 4	4.50	5 5 5 4 5 4 4 4	4.50	3 3 3 1	2.50
Omegaline	156	4 4 3 4 4	3.80	5 4 4 5 1 4	3.83	4 5 4 3 5 3 1 4	3.63	3 3 4	3.33	4 3 4 4 3 3	3.50	3 4 3 3 4 3 4 3	3.38	4 4 3 4	3.75
Omegaline	157	5 5 4 4 5	4.60	5 5 4 4 4 4	4.33	5 5 5 5 4 4 5	4.75	4 5 5	4.67	5 4 4 5 5 5	4.67	5 5 5 4 5 5 5 5	4.88	1 2 1 1	1.25
Omegaline	158	5 5 4 4 4	4.40	5 5 5 5 2 4	4.33	5 5 4 5 5 5 4 5	4.75	4 4 4	4.00	5 5 5 4 4 5	4.67	4 5 4 4 4 4 4 4	4.00	1 2 1 1	1.25
Omegaline	159	5 4 4 5 4	4.40	5 4 5 5 3 5	4.50	5 5 5 5 2 4 4	4.38	4 4 4	4.00	5 5 4 4 3 4	4.17	4 5 4 4 3 4 3 3	3.75	3 4 3 3	3.25
Omegaline	160	4 4 3 4 3	3.60	4 4 4 4 4 2	3.67	4 5 4 3 5 3 1 4	3.63	3 4 3	3.33	4 4 4 4 2 4	3.67	3 4 4 3 3 4 4 3	3.50	3 4 3 3	3.25
Omegaline	161	5 4 3 5 4	4.20	5 5 5 4 2 4	4.17	5 4 4 3 5 4 5 3	4.13	4 4 4	4.00	4 5 4 4 4 5	4.33	4 5 4 4 4 4 4 3	4.00	3 3 3 2	2.75
Omegaline	162	5 5 4 5 4	4.60	5 5 5 5 1 5	4.33	4 4 4 5 5 4 4 5	4.38	4 4 5	4.33	4 4 4 5 4 5	4.17	4 5 4 4 3 4 5 3	4.00	3 3 3 2	2.75
Omegaline	163	4 4 4 4 5	4.20	4 4 4 4 4 4	4.00	4 5 4 3 5 3 1 4	3.63	4 4 3	3.67	4 3 3 3 2 4	3.17	4 4 3 4 3 4 4 3	3.63	4 4 3 3	3.50
Omegaline	164	5 4 3 4 4	4.00	3 4 4 4 3 4	3.67	5 5 4 3 4 5 5 5	4.50	5 5 5	5.00	5 5 5 5 5 5	5.00	5 5 4 4 5 5 4 5	4.63	1 1 1 1	1.00
Alpha Apparel	165	4 4 4 5 4	4.20	4 4 4 4 4 4	4.00	5 5 4 5 5 4 5	4.75	4 5 5	4.67	5 5 5 4 4 5	4.67	5 5 5 5 5 5 5 5	5.00	1 2 2 2	1.75
Alpha Apparel	166	4 3 3 3 4	3.40	4 4 3 4 3 3	3.50	4 3 3 4 3 4 4 4	3.63	4 4 3	3.67	4 4 4 5 4 4	4.17	4 4 4 3 4 4 4 4	3.88	3 3 3 2	2.75
Alpha Apparel	167	5 5 4 5 5	4.80	5 5 5 5 4 4	4.67	5 5 4 4 5 4 4 4	4.38	5 4 4	4.33	5 5 5 4 4 4	4.50	5 5 4 4 4 4 5 5	4.50	2 2 2 2	2.00
Alpha Apparel	168	5 5 5 4 4	4.60	5 5 5 5 4 4	4.67	5 5 5 5 4 4 5	4.75	5 5 4	4.67	5 5 5 4 5	4.83	4 4 5 4 5 5 5 5	4.63	2 2 2 2	2.00
Alpha Apparel	169	5 5 4 3 4	4.20	5 5 4 5 4 4	4.50	5 5 4 4 3 5 4 4 5	4.25	4 5 5	4.67	4 4 4 5 4 5	4.50	5 5 5 4 4 5 5 5	4.75	1 2 1 1	1.25
Alpha Apparel	170	5 4 5 4 5	4.60	5 5 5 5 4 4	4.67	4 4 4 5 5 4 4 5	4.38	5 5 4	4.67	4 4 5 5 4 5	4.50	4 5 4 4 5 4 4 4	4.25	2 2 2 2	2.00
Alpha Apparel	171	5 5 4 4 5	4.60	4 5 4 5 5 5	4.67	5 5 5 4 5 5 5 4	4.75	5 5 5	5.00	4 5 4 5 3 4	4.17	5 4 4 4 4 4 5 5	4.38	2 2 2 2	2.00
Alpha Apparel	172	5 5 5 5 4	4.80	5 5 5 5 5 5	5.00	5 5 5 5 4 4 5	4.75	4 4 5	4.33	5 4 5 4 3 5	4.33	4 4 4 5 5 4 4 4	4.25	2 1 3 2	2.00
Alpha Apparel	173	4 4 4 4 5	4.20	4 4 5 5 4 4	4.33	5 4 4 3 5 4 4 5	4.25	5 3 5	4.33	4 4 5 4 2 4	3.83	4 4 4 4 4 4 5 4	4.13	1 1 1 2	1.25
Alpha Apparel	174	4 3 4 4 3	3.60	5 4 5 4 1 4	3.83	5 5 4 5 5 5 4 5	4.75	5 5 5	5.00	5 5 4 4 3 4	4.17	4 5 5 5 2 2 2 2	4.38	2 2 2 2	2.00
Alpha Apparel	175	5 4 4 5 4	4.40	5 5 5 5 2 5	4.50	4 4 2 5 3 4 4 5	3.88	3 3 4	3.33	4 3 3 3 2 4	3.17	3 3 4 3 3 3 4 3	3.38	3 4 3 3	3.25
Alpha Apparel	176	5 4 5 4 4	4.40	5 5 4 4 4 3	4.17	5 5 4 4 5 1 4 4	4.00	4 4 4	4.00	4 4 5 4 4 4	4.17	4 4 4 5 5 4 5 4	4.38	1 1 1 1	1.00
Alpha Apparel	177	4 4 3 2 3	3.20	4 4 4 4 2 2	3.33	5 4 4 3 5 4 4 5	4.25	4 5 5	4.67	5 5 5 5 5 5	5.00	5 5 5 5 5 5 5 5	5.00	1 1 1 1	1.00
Alpha Apparel	178	4 5 1 3 3	3.20	4 4 4 4 2 2	3.33	5 5 4 5 5 5 4 5	4.75	5 5 5	5.00	5 5 5 4 5 5	4.83	4 5 5 4 4 5 5 5	4.63	1 2 3 2	2.00
Alpha Apparel	179	5 4 4 3 3	3.80	5 5 5 5 1 1	3.67	5 5 5 4 5 5 4 5	4.75	5 4 5	4.67	5 5 5 5 5 5	5.00	5 5 5 4 5 5 5 5	4.88	2 3 2 2	2.25
Alpha Apparel	180	4 4 3 4 4	3.80	5 4 4 5 1 4	3.83	4 5 4 3 5 3 1 4	3.63	3 3 4	3.33	3 4 4 3 3	3.50	3 4 3 4 3 4 3 4	3.38	4 4 3 4	3.75
Alpha Apparel	181	5 5 4 4 5	4.60	5 5 4 4 4 4	4.33	5 5 5 5 4 4 5	4.75	4 5 5	4.67	4 4 5 5 5 5	4.67	5 5 5 5 4 5 5 5	4.88	1 2 1 1	1.25
Alpha Apparel	182	5 5 4 4 4	4.40	5 5 5 5 2 4	4.33	5 5 4 5 5 4 5	4.75	4 4 4	4.00	5 5 5 4 4 5	4.67	4 4 5 4 4 4 4 3	4.00	1 2 1 1	1.25
Alpha Apparel	183	5 5 5 5 4	4.80	5 5 5 5 5 5	5.00	4 4 4 5 5 4 4 5	4.38	3 3 4	3.33	4 4 5 5 4 5	4.50	5 5 5 5 4 4 4 4	4.50	1 1 1 1	1.00
Alpha Apparel	184	4 4 3 4 3	3.60	4 4 4 4 4 2	3.67	4 5 4 3 5 3 1 4	3.63	3 4 3	3.33	4 4 4 4 2 4	3.67	3 4 4 3 4 3 4 4 3	3.50	3 4 3 3	3.25

Alpha Apparel	185	5	5	3	5	4	4.40	5	5	5	1	4	4.17	5	5	4	5	4	5	5	5	4.75	5	5	5	5.00	4	4	5	4	5	5	4.50	5	5	5	3	4	5	5	4	4.50	1	1	1	1	1.00		
Alpha Apparel	186	5	4	3	5	4	4.20	5	5	5	4	2	4	4.17	5	4	4	3	5	4	5	3	4.13	4	4	4	4.00	4	5	4	4	4	4	4.33	4	5	4	4	4	4	4	3	4.00	3	3	3	2	2.75	
Alpha Apparel	187	5	4	3	4	5	4.20	5	4	3	4	4	4	4.00	5	5	4	5	5	5	4	5	4.75	5	5	5	5.00	5	5	5	5	3	5	4.67	5	5	5	5	3	4	4	3	4.25	2	2	1	2	1.75	
Alpha Apparel	188	5	5	4	5	4	4.60	5	5	5	5	1	5	4.33	4	4	4	5	5	4	4	5	4.38	4	4	5	4.33	4	4	4	5	4	4	4.17	4	4	5	4	3	4	5	3	4.00	3	3	3	2	2.75	
Alpha Apparel	189	5	5	3	3	4	4.00	4	5	3	4	4	3	3.83	5	5	4	5	4	5	5	5	4.75	5	5	5	5.00	5	5	4	4	3	5	4.33	4	4	5	4	3	4	4	5	4.13	3	3	2	1	2.25	
Alpha Apparel	190	4	4	3	4	5	4.00	5	5	3	5	4	4	4.33	5	5	5	5	5	2	4	4	4.38	4	4	4	4.00	4	4	5	4	3	5	4.17	4	4	5	5	4	4	4	4	4.25	1	2	2	2	1.75	
Alpha Apparel	191	4	4	4	4	4	4.00	4	4	4	4	4	2	3.67	5	5	4	4	5	1	4	4	4.00	4	5	4	4.33	5	5	4	4	4	4	4.33	4	5	5	5	4	4	5	5	4.65	2	2	2	1	1.75	
Alpha Apparel	192	4	4	4	4	4	4.00	4	4	4	5	4	5	4.33	5	5	4	5	5	5	4	5	4.75	5	5	5	5.00	5	5	5	5	3	5	4.67	5	5	5	5	3	4	5	4	4.50	1	2	2	1	1.50	
Alpha Apparel	193	5	5	3	3	5	4.20	5	4	4	5	3	3	4.00	4	5	4	3	5	3	1	4	3.63	5	4	4	4.33	4	4	4	4	4	4	4.00	4	4	4	5	4	4	4	4	4.13	1	2	2	2	1.75	
Alpha Apparel	194	5	4	4	4	4	4.20	4	4	4	4	4	4	4.00	5	5	5	4	5	5	5	4	4.75	4	5	5	4.67	4	4	4	4	4	4	4.00	4	5	4	4	4	3	4	3	3.88	3	3	3	4	3.25	
Alpha Apparel	195	4	4	3	4	4	3.80	4	4	4	4	4	3	3.83	5	5	5	5	5	2	4	4	4.38	5	5	4	4.67	5	4	4	4	5	5	4.50	5	4	4	4	4	4	4	4	4.13	2	2	2	1	1.75	
Alpha Apparel	196	3	3	3	4	4	3.40	5	4	5	5	1	1	3.50	5	5	4	4	5	1	4	4	4.00	4	4	4	4.00	5	5	4	4	4	4	4.33	4	4	4	5	4	4	5	4	4.25	2	2	2	2	2.00	
Alpha Apparel	197	4	4	4	4	5	4.20	4	4	5	5	4	4	4.33	5	4	4	3	5	4	4	5	4.25	5	3	5	4.33	4	4	5	4	2	4	3.83	4	4	4	4	4	4	5	4	4.13	1	1	1	2	1.25	
Alpha Apparel	198	4	3	3	3	4	3.40	4	4	3	4	3	3	3.50	4	3	3	4	3	4	4	4	3.63	4	4	3	3.67	4	4	4	5	4	4	4.17	4	4	4	4	3	4	4	4	3.88	3	3	3	2	2.75	
Alpha Apparel	199	4	4	3	4	4	3.80	4	4	4	4	3	4	3.83	5	5	4	3	4	3	5	5	4.25	4	4	4	4.00	4	4	4	4	3	4	3.83	4	4	4	4	5	4	4	5	4.25	2	1	2	2	1.75	
Alpha Apparel	200	4	5	4	4	5	4.40	5	5	5	5	4	4	4.67	5	5	5	5	5	4	4	5	4.75	5	4	5	4.67	5	5	4	5	5	4	4.67	5	5	5	5	4	4	5	5	4.75	1	2	2	1	1.50	
Alpha Apparel	201	5	5	4	4	4	4.40	5	5	5	5	2	4	4.33	5	5	4	5	5	5	4	5	4.75	4	4	4	4.00	5	5	5	4	4	5	4.67	4	4	5	4	4	4	4	3	4.00	1	2	1	1	1.25	
Alpha Apparel	202	4	4	3	4	4	3.80	4	3	4	4	3	2	3.33	4	2	4	2	4	4	4	4	5	3.63	4	4	5	4.33	4	5	5	5	5	4	4.67	5	5	5	4	5	5	5	4	4.75	1	1	1	1	1.00