

Factors Affecting Sewing Machine Operators' Turnover Intention: With Special Reference to a Leading Apparel Manufacturing Company in Sri Lanka

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Abstract

The purpose of this study was to examine the factors affect sewing machine operators' turnover intention (SMOs' TI) due to the problem of high SMOs' turnover and turnover intention at ABC (Pvt) Limited, Maharagama which is a biggest apparel manufacturer in Sri Lanka. The study selected five factors: working environment, training and development, compensation, job stress and emotional intelligence through the past studies, to test their effect on turnover intention. The study followed the survey research strategy. Here, primary data were gathered through questionnaires and secondary data were gathered through company secondary data sources. 124 SMOs were selected out of the population (450 SMOs), using the simple random sampling technique. Data presentation was furnished by pie charts, bar charts and tables. Cronbach's alpha and KMO value ensured the reliability and validity of the questionnaire. Data were statistically analysed using correlation and multiple regression analysis. The finding of the research revealed that working environment, training & development, compensation and emotional intelligence have a significant negative relationship with SMOs' TI and job stress has a significant positive relationship with SMOs' TI. Also the research revealed that training & development and compensation have not a significant impact on SMOs' turnover intention at ABC company. Working environment was found to be the strongest predictor of SMOs' TI. Further, it was recommended to ABC company to pay higher attention toward working environment, job stress and emotional intelligence factors to reduce SMOs' TI, since these factors have significant impact on SMOs' TI.

Key words: Turnover Intention, Turnover, Machine Operators

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