

**INVESTIGATE THE CONTRIBUTION OF PEER SUPPORT ON
EMPLOYEES' JOB INVOLVEMENT IN TWO SELECTED
APPAREL COMPANIES IN PUTTALAM**



By

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ABSTRACT

This study investigated the contribution of peer support on employees' job involvement through interpersonal trust. Therefore, the aim of this study was to analyse existing level of Peer Support, Job Involvement, and Interpersonal Trust, what sort of relationship among Peer Support, Job Involvement and interpersonal trust and mediation influence of Interpersonal Trust to relationship between Peer Support and Job Involvement at two selected apparel companies in Puttalam. It concentrated on Peer Support related to Emotional Support and Instrumental Support. It concentrated on Job Involvement related to Response to Work, Expressions of Being Job Involved, Sense of Duty towards Work and Feelings about Unfinished Work and Absenteeism. Finally, in concentrated on Interpersonal Trust related to Cognitive Trust and Affective Trust.

Structured questionnaire was used as the method of data collection and 184 operational level workers selected as sample out of 2497 operational level workers. Researcher considered two apparel companies, named as Koreana Garments (Pvt) Ltd & Shiran Garments (Pvt) Ltd. Random sample method used to make the sampling frame of the study. Quantitative research approach used for this study. The data were analysed using descriptive statistics, correlation and regression analysis.

The results indicated that the Peer Support, Job Involvement, and Interpersonal Trust were high level in selected apparel companies. Also result indicated significant positive relationship of Peer Support and Job Involvement, Interpersonal Trust and Job Involvement and also Peer Support and Interpersonal Trust. The result indicated that partially mediation influence of Interpersonal Trust to relationship between Peer Support and Job Involvement.

Keywords: *Peer Support, Job Involvement, Interpersonal Trust*

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