FACTORS AFFECTING OUTGOING LABOURS IN TEA PLANTATION INDUSTRY (SPECIAL REFERENCE MALWATTE VALLEY PLANTATION PLC, DYRAABA ESTATE)

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ABSTRACT

In present, tea plantation sector plays a vital role in the Sri Lankan context. Labour Turnover represents one of the major problems facing today's large scale plantation companies because of this industry highly labour incentive. The aim of this study is to find out "Factors affecting outgoing labours in tea plantation industry in Sri Lanka (special reference Malwatte Valley Plantation PLC, Bandarawela).

The study accompanies with quantitative research approach. This research has one dependent variable and four independent variables. Independent variable consists namely personal factors, compensation, work environment and supervision. At the same time, use as dependent variable Labour Turnover. This study considers both primary and secondary data. In fact, data had been gathered from 237 tea plantation Labours using a questionnaire. The questionnaire was developed based on two parts namely personal information and research information. A Five Point Likert's Scale was used to measure the variables and this scale consists of the ranging from Strongly Disagree to Strongly Agree. The collected data has been analyzed by using SPSS 22.0 version. This research is conducted using descriptive statistics, the ANOVA test correlation and simple regression analysis. According to findings like Personal factors gender, marital status, age, educational qualifications, income level experience were identified as no significant influence the Labour Turnover intention. And also result of analysis found there is strong negative relationship among compensation, work environment factors and supervision and there is a negative impact on turnover intention. So compensation, work environment factors and supervision were identified as significant influence the Labour Turnover intention.

Better Work environment, adequate Compensation, good Supervision was identified as the major determinants of labours' intention to stay. Later, the study is provided with recommendations on how to retain plantation labours by making them satisfied to the best. At last, it is concluded by indicating insights for further research. So the study was contributed to the filling the gaps in regarding topic in Sri Lankan context.

Keywords: tea plantation sector, Labour Turnover, factors affecting, Personal factors, Compensation, Work environment, Supervision

TABLE OF CONTENTS

Page No.

Acknowledgement i

Abstract ii

Table of tables viii

List of figures x

List of abbreviations xi

Chapter one - Introduction 1-6

1.1 Background of the study 1

1.2 Statement of research problem 2

1.3 Research questions 3

1.4 Research objectives 3

1.4.1 General objective 3

1.4.2 Specific objectives 3

1.5 Significant of the study 4

1.6 Scope of the study 4

1.7 Organization of chapters 5

1.10 Summary 6

Chapter two- Literature review 7-23

2.1 Introduction 7

2.2 Labour Turnover 7

2.3 Theoretical review 7

2.3.1 Herzberg two factor theory 8

2.3.2 Maslow hierarchy of needs theory 8

2.4 Factors influencing in Labor Turnover 9

2.4.1 Personal factors 9

2.4.2 Compensation 12

2.4.3 Work environment 14
2.4.4 Supervision 16
2.5 Affect of Personal factors on Labour Turnover 17
2.5.1 Age 17
2.5.2 Gender 18
2.5.3 Education 19
2.5.4 Marital status 19
2.5.5 Income level 20
2.5.6 Experience 20
2.6 Affect of Compensation on Labour Turnover 21
2.7 Affect of Work environment on Labour Turnover 21
2.7.1 Working Conditions 21
2.7.2 Health and Safety 22
2.7.3 Stress among Labours 22
2.8 Influence of Supervision on Labour Turnover 22
2.9 Chapter summary 23
Chapter three- Conceptualization and operationalization 24-32
3.1 Introduction 24
3.2 Conceptualization 24
3.3 Variables relevant to the conceptual model 26
3.3.1 Personal factors 26
3.3.2 Compensation 27
3.3.3 Work environment 27
3.3.4 Supervision 28
3.4 Operationalization 28
3.5 Development of Hypothesis 31
3.6 Chapter summary 32

Chapter four- Research methodology 33-44

4.1 Introduction 33

4.2 Research philosophy 33

4.3 Research approach 34

4.4 Research strategy 34

4.5 Methodological choice 35

4.6. Time horizon 35

4.7 Research site/ Area selection 35

4.8 Population of the study 36

4.9 Sampling technique 36

4.10 Sampling framework and sample size 37

4.11 Method of data collection and source 37

4.12 Research instrument 37

4.12.1 Questionnaire 37

4.13 Source of measurement 38

4.13.1 Measures of personal information 38

4.14 Validity and reliability of instruments 40

4.15 Unit of data analysis 40

4.16 Method of data analysis 40

4.17 Method of data evaluation 41

4.17.1 Method of data analysis for first objective 41

4.17.2 Method of data analysis for second, third and fourth objectives 41

4.18 Data presentation 43

4.19 Ethical consideration 44

4.20 Chapter summary 44

Chapter five- Data presentation and analysis 45-69

5.1 Introduction 45

5.2 Analysis of reliability for the instrument 45
5.3 Data presentation 46
5.3.1 Data presentation and analysis of personal information 46
5.4 Data Presentation and Analysis of Research Information 49
5.4.1 The First Objective of the Study 50
5.4.2 Method of Data Analysis for Second, Third and fourth Objectives 58
5.5 Testing Hypotheses 66
5.6 Chapter Summary 69
Chapter six- Discussion 70-75
6.1 Introduction 70
6.2 Discussion of personal information 70
6.2.1 Gender 70
6.2.2 Marital status 70
6.2.3 Age 70
6.2.4 Experience 70
6.2.5 Educational level 71
6.2.6 Income level 71
6.3 Discussion of research information 71
6.3.1 Discussion for objective one 71
6.3.2 Discussion for objective two 73
6.3.3 Discussion for objective three 74
6.3.4 Discussion for objective four 75
6.4 Chapter Summary 75
Chapter seven- Conclusion and recommendations 76-79
7.1 Introduction 76
7.2 Conclusion 76
7.2.1 Objective 1 76

7.2.2 Objective 2 76

7.2.3 Objective 3 77

7.2.4 Objective 4 77

7.3 Contribution of the study 77

7.4 Recommendations 78

7.4.1 Compensation 78

7.4.2 Work environment 78

7.4.3 Supervision 78

7.5 Limitations of the study 79

7.6 Directions for future study 79

List of Reference 80-93

Appendix I – Questionnaire 94-105

Appendix II: The Output of the data analyses 106-119