

**THE ROLE OF WORKPLACE WELL-BEING ON EMPLOYEE  
WORK SATISFACTION (SPECIAL REFERENCE OF APPAREL  
INDUSTRY IN RATHNAPURA DISTRICT)**



**BY**

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## ABSTRACT

The apparel industry remains a major source of employment and foreign exchange earnings in Sri Lanka, and the Rathnapura district is emerging as an important hub for labor-intensive garment manufacturing. Despite its contribution to the national economy, the industry faces challenges such as high employee turnover and low work satisfaction, often resulting from inadequate workplace well-being practices. This study examines the impact of workplace well-being and its key dimensions – job security, wages, and promotion opportunities – on employee work satisfaction in the apparel industry in the Rathnapura district.

A quantitative research design was adopted to achieve the study objectives. The target population included apparel industry employees in selected factories in the Rathnapura district, from which a sample of 313 employees was selected using stratified random sampling to ensure representation of different job categories. Primary data were collected through a structured, self-administered questionnaire. The study tested four hypotheses developed from the literature review to examine the relationships between workplace well-being variables and work satisfaction. The data were analyzed using descriptive statistics, correlation, simple and multiple regression analysis with the help of SPSS 27th software.

The results confirmed that workplace well-being and its dimensions have a significant positive impact on employee work satisfaction, supporting all the proposed hypotheses. These findings highlight the need for factory managers, human resource professionals, and policymakers to implement comprehensive workplace well-being strategies to improve employee satisfaction, reduce turnover intentions, and promote sustainable growth in the Sri Lankan apparel industry.

**Keywords:** *Workplace well-being, Work satisfaction, Job Security, Wages, Promotion Opportunities*

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