

**THE IMPACT OF SOCIAL SUPPORT ON EMPLOYEE WELL-BEING AND
TURNOVER INTENTION AMONG THE SELECTED APPAREL FIRMS IN
COLOMBO**

by



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ABSTRACT

Presently Sri Lankan apparel industry faces a greater difficulties and it is noted that little attempt has been taken by the researchers to integrate the social support with employee well-being and turnover intention among machine operators in Sri Lankan literature. Hence problem of this study is to investigate the existing levels of social support, employee well-being and turnover intention, what sort of relationship among social support, employee well-being, turnover intention and how social support causes an impact on employee well-being and turnover intention among selected apparel firms in Colombo.

The study mainly considering the primary data and secondary data. Structured questionnaire was used as the method of data collection and there are 32 research questions. Among them six questions are consist with personal information of the respondent and other twenty six questions are research information. The five point likert scale was used which ranging from “strongly agree” to “strongly disagree” and “none of the time” to “all the time”. It has been conducted a pilot test to test the reliability of the questionnaire and all questions are reliable. Collected data were analyzed using SPSS computer package having the univariate and bivariate analysis. A sample of 208 respondents were conducted from the machine operators out of 435 of total machine operators. It has been considered two apparel companies named as Stylish garments (Pvt) Ltd & Ceylon Knit Trend (Pvt) Ltd and from each garments respectively 180 and 255 sample were selected. Stratified random sample method used to make the sampling frame of the study and also quantitative research approach used for this study.

The findings of the study revealed that the social support, and employee well-being were in low levels and turnover intention was in high level and furthermore, social support had strong positive relationship with employee well-being and strong negative relationship with turnover intention. The results indicated a positive impact of social support on employee well-being and negative impact of social support on turnover intention. Further, this study also supported the view that the managers of apparel firms should get strategic steps to increase employee well-being and reduce turnover intention among the employees.

Key Words: *Social Support, Employee Well-being, Turnover Intention*

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