

**EFFECTS OF SUPPORTIVE WORK ENVIRONMENT ON EMPLOYEE
COMMITMENT-MEDIATING ROLE OF EMPLOYEE ENGAGEMENT:
SPECIAL REFERENCE TO APPAREL SECTOR IN NUWARAELIYA**

by



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ABSTRACT

Supportive work environment develops an atmosphere that attracts the best talent workforce because people like to work in a pleasant environment. Furthermore, Better quality in work environment continuously makes positive impact on the commitment of employees as well as the engagement of the employees in today's business world. As a key player of the Sri Lankan economy, apparel industry, also have to give more attention to this scenario. In Sri Lankan context, few empirical studies have addressed the work environment in apparel sector. There is an empirical knowledge gap exists to fill the lack of paid attention for this. Therefore, the objectives of this study was to analyze Existing level of supportive work environment, employee engagement, employee commitment, what sort of relationships among supportive work environment, employee engagement, employee commitment and explore the mediating role of employee engagement in the effects of supportive work environment on employee commitment of selected apparel firms in Nuwaraeliya. To achieve these objectives, data were collected from 203 machine operators of selected two apparel companies using structured questionnaire.

The result indicated that the supportive work environment, employee engagement, employee commitment were high level in selected Apparel companies. In addition, result indicated significant positive relationships among independent, dependent and mediate variables (supportive work environment, employee commitment and employee engagement). The result indicated that complementary partial mediation effect of employee engagement in the effects of supportive work environment on employee commitment. As a result of this study, Managers of Apparel companies must give their attention for combination of supportive work environment and employee engagement to increase level of employee commitment.

Keywords: *Supportive Work Environment, Employee Commitment, Employee Engagement*

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