

**THE IMPACT OF SOCIAL SUPPORT ON EMPLOYEE
WELL-BEING: SPECIAL REFERENCE TO APPAREL SECTOR
IN BADULLA**



By

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ABSTRACT

Apparel industry is considered as the backbone of economic growth in selected countries including Sri Lanka and apparel sector make up a large part in manufacturing of Sri Lankan economy. Employee well-being is very importance for it. For the employee well-being directly affect Social support. In Sri Lankan context, a few empirical studies have been conducted with the impact of social support on employee well-being among the employees especially in apparel sector. There is an empirical knowledge gap exists in the impact of social support on employee well-being. Hence, this study attempts to fill this knowledge gap.

The objectives of this study are to identify the level of social support and employee well-being and to identify the relationships between social support and employee well-being and also to identify the impact of the social support on employee well-being Apparel sector in Badulla District. The study mainly considering the primary data. The data were collected through a self-administrated survey method with the use of closed structured questionnaire from 281 respondents of the selected apparel firm. The respondent's rate was 42%, 32% and 26% respectively MAS Kreedha Shadeline (Pvt) Ltd, EAM Malibn Textile (Pvt) Ltd and M.G.S Garment (Pvt) Ltd. Univariate analysis was used to find out the levels of social support and employee well-being in selected apparel firms in Badulla District and bivariate analyses were used to investigate the relationship and impact of social support on employee well-being in selected apparel firms in Badulla district.

The findings of the study revealed that the social support has a strong positive relationship with employee well-being. The social support is mainly divided to two parts, namely work support and non-work support. Work support is significantly (72.8%) contributing to determine employee well-being among the selected respondents and also non-work support significantly (70.8%) contributing to determine employee well-being among the selected respondents as well. As well as the overall social support is significantly (80.2%) contributing to employee well-being for apparel sector in Badulla. Moreover, there are high level of social support for employee well-being in apparel sector in Badulla. The findings of the study have various managerial implications for other apparel manufacturing firms & industries in any social context.

Keywords: *Social Support, Work Support, Non-work Support, Employee Well-being*

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