

**THE IMPACT OF SUPERVISOR SUPPORT BEHAVIOUR ON  
EMPLOYEES' PRESENTEEISM IN APPAREL INDUSTRY IN  
VAVUNIYA**



**BY**

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## ABSTRACT

A dynamic and rapidly changing business environment across different industries has created challenges for every supervisor of organizations. Presenteeism defines as being at work despite being sick. It leads to reduce the organizations' productivity. Apparel sector also has presenteeism due to the supervisor support behaviour effect. Hence, there is a need to identify the impact of supervisor support behaviour on employees' presenteeism. In addition to that, only few studies so far have been conducted to explore impact of supervisor support behaviour on employees' presenteeism of employees which show an empirical knowledge gap of the selected apparel industry in Sri Lanka. In this study supervisor support behaviour is consider as an independent variable, employees' presenteeism consider as a dependent variable and job stress as mediator.

A cross-sectional survey using structured questionnaire was used to collect data from to 302 front line employees in apparel industry in Vavuniya District and all the items in the independent, dependent variables and mediator were tested through reliability test to ensure the consistency of the scale. Univariate analysis was carried out and the results show front line employees have high level of supervisor support behaviour, employees' presenteeism and job stress. The correlational analysis was carried out and the result indicated there was a strong negative relationship between supervisor support behaviour and employees' presenteeism, there was a strong negative relationship between supervisor support behaviour and job stress and there was a strong positive relationship between job stress and presenteeism. The simple linear regression analysis was carried out and the results revealed that supervisor support behaviour significantly and negatively impact on employees' presenteeism of front line employees. The mediation analysis was carried out and the result shows that the job stress significantly partialy mediate the relationship between supervisor support behaviour and employees' presenteeism. Moreover, the above stated empirical knowledge gap has been filled certain extent through these research findings in apparel industry.

Keywords: Supervisor support behaviour, Employees' presenteeism, Job stress, employees

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