THE IMPACT OF ETHICAL CLIMATE ON EMOTIONAL ENGAGEMENT AND TEAM ORIENTATION AMONG THE MACHINE OPERATORS OF APPAREL INDUSTRY IN KALUTARA DISTRICT

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ABSTRACT

In order to be successful in the fast-changing competitive environment, an apparel company must ensure the emotional engagement and team orientation among the employees. Because, employees are the essence of success in every apparel company and the designating the Machine Operators play a vital role in the production process. Organizational Ethical Climate has been considered as one of the most important predictors of employee emotional engagement and team orientation.

In Sri Lankan context, it is difficult to finding the empirical studies of the impact of ethical climate on emotional engagement and team orientation. So, there is an empirical knowledge gap exists and this study attempt to fill this knowledge gap.

In this study, sample consisted of two hundred Machine Operators who are working for three garment factories in Kalutara district. Sampling method was simple random sample. The study used both primary and secondary data and researcher used questionnaire as a tool for data collection. Data was analyzed by using univariate, bivariate and multivariate analysis.

There are some differences with reality of the Sri Lankan apparel industry and findings of this study. However, the analysis exposes that there is a strong positive relationship between ethical climate and emotional engagement & strong positive relationship between ethical climate and team orientation. And also, major findings of the study revealed that the ethical climate is significantly and positively impact on emotional engagement and team orientation among the Machine Operators of apparel industry in Kalutara district. Benevolence climate and principle climate are significantly and positively impact on emotional engagement and team orientation and the egoism climate is not significant. It is clearly shows that the benevolence climate has best explanatory power the variance of emotional engagement and team orientation.

Key Words: Ethical Climate, Emotional Engagement, Team Orientation

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