

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



**JAYASEKARA SIRIWARDHANAGE THILINI DARSHIKA**



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FACULTY OF COMMERCE AND MANAGEMENT  
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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***

## TABLE OF CONTENTS

<b>Contents</b>	<b>Page No.</b>
Acknowledgement .....	i
Abstract .....	ii
Table of Contents .....	iii
List of Tables .....	viii
List of Figures .....	x
List of Abbreviations .....	xi
<b>Chapter-1 INTRODUCTION.....</b>	<b>1-6</b>
1.1 Background of the Study.....	1
1.2 Problem Statement .....	2
1.3 Research Questions .....	4
1.4 Research Objectives .....	4
1.5 Significance of the Study .....	4
1.6 Scope of the Study.....	5
1.7 Chapter Organization .....	5
1.8 Chapter Summary.....	6
<b>Chapter-2 LITERATURE REVIEW.....</b>	<b>7-18</b>
2.1 Introduction .....	7
2.2 Ethical Climate.....	7
2.2.1 Definitions of Ethical Climate.....	8
2.2.2 Ethical Climate Dimensions .....	10
2.2.2.1 Egoism Climate.....	11
2.2.2.2 Benevolence Climate .....	12
2.2.2.3 Principle Climate .....	12
2.3 Emotional Engagement .....	12

2.3.1 Definitions of Emotional Engagement .....	14
2.4 Team Orientation.....	14
2.4.1 Team .....	14
2.4.2 Definitions of Team Orientation.....	15
2.5 Relationship between Ethical Climate, Emotional Engagement and Team Orientation.....	16
2.6 Chapter Summary.....	18
<b>Chapter-3 CONCEPTUALIZATION AND OPERATIONALIZATION.....</b>	<b>19-24</b>
3.1 Introduction.....	19
3.2 Conceptualization.....	19
3.3 Conceptualization Framework .....	19
3.4 Theory Support for Conceptual Model .....	20
3.4.1 Social Exchange Theory .....	20
3.5 Definitions of Key Concepts.....	21
3.5.1 Ethical Climate .....	21
3.5.1.1 Egoism Climate.....	21
3.5.1.2 Benevolence Climate .....	22
3.5.1.3 Principle Climate .....	22
3.5.2 Emotional Engagement.....	22
3.5.3 Team Orientation.....	22
3.6 Operationalization .....	23
3.7 Chapter Summary.....	24
<b>Chapter-4 RESEARCH METHODOLOGY.....</b>	<b>25-33</b>
4.1 Introduction .....	25
4.2 Research Philosophy .....	25
4.3 Research Approach .....	25
4.4 Research Strategy.....	26

4.5 Time Horizon .....	26
4.6 Unit of Analysis .....	26
4.7 Population of the Study .....	26
4.8 Sampling and Sample Size .....	27
4.9 Method of Data Collection .....	27
4.9.1 Primary Data .....	28
4.9.2 Secondary Data .....	28
4.10 Survey Instrument .....	28
4.10.1 Structure of Questionnaire .....	29
4.11 Data Analysis .....	30
4.11.1 Reliability Analysis .....	30
4.12 Method of Data Evaluation .....	31
4.12.1 Univariate Analysis .....	31
4.12.2 Bivariate and Multivariate Analysis .....	31
4.12.2.1 Correlation Analysis .....	32
4.12.2.2 Regression Analysis .....	32
4.13 Hypothesis Testing .....	33
4.14 Chapter Summary .....	33
<b>Chapter-5 DATA PRESENTATION AND ANALYSIS .....</b>	<b>34-53</b>
5.1 Introduction .....	34
5.2 Reliability Analysis .....	34
5.3 Personal Information .....	35
5.3.1 Sample Distribution of the Garment Factory Respondents .....	35
5.3.2 Gender Distribution of the Respondents .....	35
5.3.3 Age of the Respondents .....	36
5.3.4 Organizational Experience of the Respondents .....	36
5.3.5 Educational Levels of the Respondents .....	37

5.4 Data Presentation and Analysis of Research Objectives.....	37
5.4.1 Univariate Analysis .....	38
5.4.1.1 Levels of Ethical Climate and its Dimensions.....	38
5.4.1.1.1 Egoism Climate .....	39
5.4.1.1.2 Benevolence Climate.....	40
5.4.1.1.3 Principle Climate.....	41
5.4.1.2 Levels of Emotional Engagement.....	42
5.4.1.3 Levels of Team Orientation .....	43
5.4.2 Bivariate and Multivariate Analysis .....	44
5.4.2.1 Correlation Analysis .....	44
5.4.2.1.1 Correlation between Ethical Climate and Emotional Engagement	44
5.4.2.1.2 Correlation between Ethical Climate and Team Orientation .....	45
5.4.2.2 Regression Analysis.....	46
5.4.2.2.1 Regression Analysis for Ethical Climate and Emotional Engagement	47
5.4.2.2.2 Regression Analysis for Ethical Climate and Team Orientation ...	50
5.5 Chapter Summary.....	53
<b>Chapter-6 DISCUSSION AND FINDINGS .....</b>	<b>54-60</b>
6.1 Introduction .....	54
6.2 Discussion on Personal Information .....	54
6.3 Discussion on Research Information.....	55
6.3.1 Research Objective One .....	55
6.3.1.1 Ethical Climate.....	55
6.3.1.1.1 Egoism Climate .....	56
6.3.1.1.2 Benevolence Climate.....	56
6.3.1.1.3 Principle Climate.....	56
6.3.1.2 Emotional Engagement.....	56

6.3.1.3 Team Orientation .....	57
6.3.2 Research Objective Two.....	57
6.3.2.1 Relationship between Ethical Climate and Emotional Engagement.....	57
6.3.2.2 Relationship between Ethical Climate and Team Orientation.....	58
6.3.3 Research objective Three.....	59
6.3.4 Research Objective Four .....	60
6.4 Chapter Summary.....	60
<b>Chapter-7 CONCLUSIONS AND RECOMMENDATION .....</b>	<b>61-63</b>
7.1 Introduction .....	61
7.2 Conclusions of the Research Objectives .....	61
7.2.1 Objective One .....	61
7.2.2 Objective Two .....	61
7.2.3 Objective Three .....	62
7.2.4 Objective Four .....	62
7.3 Recommendation.....	62
7.4 Limitations of the Study.....	63
7.5 Direction for Future Research .....	63
<b>LIST OF REFERENCES.....</b>	<b>64-72</b>
<b>APPENDIX A: QUESTIONNAIRE IN ENGLISH.....</b>	<b>73-77</b>
<b>APPENDIX B: QUESTIONNAIRE IN SINHALA.....</b>	<b>78-81</b>