

**THE PRACTICES AFFECTING ON RETENTION OF THE
MACHINE OPERATORS IN MAS LINEA AQUA HANWELLA**



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ABSTRACT

This research is investigated the practices affecting on Retention of the Machine Operators' in Mas Linea Aqua, Hanwella. So this research will describe how retention practices influence on Machine Operators' Retention. Since the Apparel Industry is highly competitive, the management needs to accurately identify the variables of the Machine Operators' Retention.

The objectives of this study are to identify level of Reward management Practices, Career Development Practices and Supervisor Support in this organization. And finally, to identify the influence of Reward Management Practices, Career Development Practices and Supervisor Support on Machine Operators' Retention in Mas Linea Aqua, Hanwella.

To achieve these objectives, the target population was selected 1910 of all the Machine Operators' and sample of this study were 150 Machine Operators' in Mas Linea Aqua, Hanwella. The research instrument was a set of questionnaire. The data were analyzed by using descriptive statistics to find frequency and percentage of personal profile, mean scores and standard deviation of Reward Management Practices, Career Development Practices, and Supervisor Support as the retention practices and Machine Operators' Retention. Then the data were tested using regression analyses and correlation analysis to find the relationship between retention practices and Machine Operators' Retention.

In this study researcher found that there is significant and positive impact of Reward Management Practices, Career Development Practices and Supervisor Support on Machine Operators' Retention in Mas Linea Aqua, Hanwella. Hence, this research will be beneficial for managers to gain better understanding of Machine Operators' in the Apparel Sector.

Key words: Reward Management Practices, Career Development Practices, Supervisor Support, Machine Operators' Retention

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