

**AN ANALYSIS OF EMPLOYEES' REACTIONS TO  
SUPERVISORS' INFLUENCE BEHAVIORS: SPECIAL  
REFERENCE TO DAYA APPAREL EXPORT (PVT) LTD IN  
AMPARA DISTRICT**



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## Abstract

The aim of this study is to identify the impact of supervisors' influence behaviors and employees' reactions in the workplace. While many past research studies focused on the supervisors' influence behaviors and employees' reactions in various sample of the various organizations. Based on the comprehensive literature review, more influence tactics were identifies which could affect employees' reactions in the workplace. They are exchange, inspirational appeal, legitimating, pressure, ingratiation and personal appeals.

The study mainly analyze the objective of whether the supervisors' influence behaviors have been impact on employees' reactions of employees. The study is mainly considers the primary data. The primary data were collected through structure questionnaire from 158 respondents from selected apparel manufacturing firm in Ampara District and used univariate and bivariate analysis techniques in order to analyze data and find the results of study objectives.

The study findings shows supervisors' influence behaviors have different impact on employees' reactions of employees. Findings shows the exchange has negative impact on affective commitment towards supervisor and positive impact on affective commitment towards organization, turnover intention and emotional distress. Pressure has positive impact on affective commitment towards supervisor and affective commitment towards organization and negative impact on turnover intention and emotional distress. In their interactions with employees, managers and supervisors should be aware that their influence behaviours, collectively, generate reactions that are significant for employees' motivation and well-being. Supervisory behaviours and work contexts should be managed so that employees will assume that their supervisors are showing respect and are being honest and direct.

**Keywords: Employee Responses, Influence, Supervisors, Inspirational Appeal, Personal Appeal, Pressure, Affective Commitment towards Organization, Affective Commitment towards Supervisor, Emotional Distress ,Turnover Intention.**

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