

**THE STUDY ON THE CAUSES OF LABOUR TURNOVER IN
BRANDIX FINISHING LIMITED, RATMALANA.**



PATHMAJOTHY SELLAMUTHU



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**DEPARTMENT OF MANAGEMENT
FACULTY OF COMMERCE AND MANAGEMENT
EASTERN UNIVERSITY, SRI LANKA**

2007

ABSTRACT

Labour turnover has been a major problem for successive private organizations Over past few decades. Nowadays garment factories are contributing a major part of providing employment opportunities in our country. But the workers of the garment factories mostly facing the problem of lack of satisfaction on their benefits. Therefore, more workers are turned over. This is major problem at Brandix Finishing Ltd, Ratmalana. There fore I have started to do a research study on the causes of labour turnover at this organization.

The present situations of the labour turnover rate at Brandix Finishing Ltd, and causes of labour turnover were clearly analyzed in this research. The organization faces problem because of the lack of satisfaction of the workers at Brandix Finishing and the changes needed in the working place as well as administration and other functional activities at the organization to improve the benefits of employees were assessed and pinpointed through this study. The research data were collected through questionnaire from 50 turned over employees. The collected data have been analyzed by SPSS (computer package) with descriptive statistics.

The research has found that lack of personal benefits, lack of ways to career development, improper job security, unsafe environment, and lack of promotion, compensation and supervision were the major causes for labour turnover at Brandix Finishing Ltd.

This study gives a clear identification for the possible ways to reduce the labour turnover at Brandix Finishing Ltd, Ratmalana. It provides suggestions to the management about how to reduce labour turnover, and get the maximum effort from the workers to achieve the goal of organization. It also helps the employees to demand their rights in nonviolence ways instead of leaving from the organization.

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