

**EXPLORING THE RELASHIONSHIP AMONG HUMAN
RESOURCE FLEXIBILITY, ORGANIZATIONAL INNOVATION
AND ADAPTABILITY CULTURE: SPECIAL REFERENCE TO
APPAREL COMPANIES IN KATUNAYAKA**

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ABSTRACT

Human resource is an important domain of study in organizational research. Human resource flexibility allows organizations to adapt and be responsive to changes in their environments. With flexibility and responsiveness to change, an organization can react quickly to the external environment, which contributes to organizational innovation. Purpose of this study what sort of relationships exist among human resource flexibility, organizational innovation and adaptability culture of apparel companies in Katunayaka. This study was implemented with five dimensions. Employee skill flexibility, employee behavior flexibility, human resource practice flexibility are the identified dimensions to measure human resource flexibility. Organizational innovation is measured by two dimensions of product innovation and process innovation.

Using a structured questionnaire the data was collected from managers and executives in apparel companies in Katunayaka. It consist of 150 respondents out of 216 population. Hence, it was a population study. The respondent rate was 69.44%. The researcher has considered eight apparel companies for this study, namely Smart Shirts (Lanka) Ltd , Brandix Apparel Solution Ltd , Hidramani Mercury Apparel (Pvt) Ltd , Midas Clothing (Pvt) Ltd , Star Garment (Pvt) Limited , Chief Way Katunayaka (Pvt) Ltd , Dial Textile (Pvt) Ltd , Isabella (Pvt) Ltd selected to the survey. The collected data was analyzed by using descriptive statistics, correlation, regression and mediating analyses.

Based on the findings of the study, it concludes that there are high levels of human resource flexibility, adaptability culture and organizational innovation in apparel companies. The findings also revealed that there is a high positive relationship between the human resource flexibility and organizational innovation, human resource flexibility and adaptability culture and also adaptability culture high positively correlated with the organizational innovation. Dimension of human resource practices flexibility has the highest impact on the organizational innovation. Adaptability culture partially mediates the relationship between human resource flexibility and organizational innovation.

(Keywords: Organizational Innovation, Adaptability Culture, Human Resource Flexibility)

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