

**IMPACT OF EMPLOYEE ENGAGEMENT ON TURNOVER INTENTION:  
WITH SPECIAL REFERENCE TO OPERATIONAL LEVEL EMPLOYEES  
OF GARMENT FACTORIES IN KALUTARA DISTRICT**

**BY**

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## ABSTRACT

Turnover intention is one of the critical problems of apparel industry in Sri Lanka. According to current context of Apparel industry in Sri Lanka, diminishing the turnover intention is more important because the apparel sector is the highest industrial employment generator and the highest foreign exchange earner. This study empirically evaluated the two variables such as employee engagement (absorption and dedication) turnover intention of the operational level employees in apparel companies in Kalutara district.

The sample consisted of one hundred and fifty (150) operational level employees working for three (3) garment factories in Kalutara district. Sampling method was simple random sample. The study used both primary data and secondary data. The researcher used questionnaire as a tool for data collection. Data was analyzed using descriptive which included mean and standard deviation used to provide general trends of the data. In additional, inferential statistics which included Pearson correlation to show the relationship between variables and multiple regressions to test hypothesis and show the impact between variables was used.

The analysis exposes that there is a strong negative relationship between the employee engagement (absorption, dedication) and turnover intention. And also major findings of the study revealed that employee engagement (absorption, dedication) has negative impact for turnover intention and the level of employee engagement and turnover intention are in moderate levels of operational level employees of garment factories in Kalutara district.

Researcher found that the apparel sector companies should be taken the appropriate strategies to develop the current context based on the important factors that had been found by the study.

*(Key words: Dedication, Absorption, Employee Engagement, Turnover Intention)*

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