



**IMPACT OF LEADER MEMBER EXCHANGE
RELATIONSHIP ON TURNOVER INTENTION IN
APPAREL INDUSTRY.**

**(WITH SPECIAL REFERENCE TO
OPPERATIONAL LEVEL EMPLOYEES IN
KATUNAYAKA EXPORT PROCESSING ZONE)**

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ABSTRACT

Turnover intention is one of the critical problems in the apparel industry in Sri Lanka. Novel organizations have become aware that leader member exchange relationship strategies ensure a lower turnover rate. Leader member exchange relationship creates intercommunication between the leader and the subordinate in organizations. Thus, the study empirically evaluated the organizational justice as the mediator between leader member exchange relationship and turnover intention of the operational level employees in apparel companies in Katunayake Export Processing Zone. Questionnaires were distributed by using convenience sampling method to collect data from 100 operational level employees working for 10 apparel firms in the Katunayake Export Processing Zone. The data were analyzed using correlation coefficient, regression, Baron and Kenny mediator assessment method and Sobal test. The results of the study indicated that there is a negative relationship between leader member exchange relationship and turnover intention. Mediator assessment and Sobal test identified that organizational justice partially mediate the relationship between the leader member exchange relationship and turnover intention. The findings show the importance of supervisors building positive and trusting relationships with their operational level staff and maintaining an environment of justice to reduce turnover intention in the apparel industry in Sri Lanka. The study also makes a number of recommendations to managers based on the findings of the study.

Key words: Leader member exchange relationship, Organizational justice, Turnover Intention