

Comparative Study on the Effect of Formal and Informal Mentoring on Job involvement with Special Reference to Apparel Industry in Sri Lanka

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Human Resource Management is a formal system of managing people within an organization. Mentoring is one of the critical activity in human resource development which used as a long-term process of developmental, career focused, and covers all life structures to nurture the potential of a person. Mentoring has create many consequences and Job involvement is one of the beneficial outcome of it. This research was studies the combine effect of formal and informal mentoring on employees' job involvement with special reference to the apparel industry. Research objectives are to identify the formal and informal mentoring practices of apparel industry, identify the relationship of formal and informal mentoring to the employee's job involvement, determine how formal and informal mentoring impact on employees' job involvement and also to understand the combine effect of formal and informal mentoring on employees' job involvement. Researcher collect data from 150 operational employees in top five apparel sector companies selected by using simple random sampling technique. Questionnaire was used as a data collecting technique. Data were analysed based on objectives by using descriptive statistics, correlation and regression analysis with the support of SPSS 21. The workers are happy with the existing mentoring practices used in apparel industry and also formal and informal mentoring positively associated with the employees' job involvement. Furthermore, there is an impact of formal & informal mentoring on the employees' job involvement. In addition to that the combine effect of formal and informal mentoring is negative on job involvement. Based on the research findings, suggestions and recommendations for management in apparel industry were stated and it reveals that formal mentoring is most effective for the job involvement and researcher suggest to select the most appropriate type of mentoring without combining as it create negative impact for the employees' job involvement.

Keywords: Apparel Industry, Job Involvement, Formal Mentoring, Informal Mentoring