



**COMPARATIVE STUDY ABOUT EFFECT OF
FORMAL AND INFORMAL MENTORING ON
JOB INVOLVEMENT
(WITH SPECIAL REFERENCE TO APPAREL
INDUSTRY IN SRI LANKA)**

This dissertation is submitted as a partial fulfilment of the degree of Bachelor
of Business Management in Entrepreneurship and Management

November, 2017

H.P.L.P.Pathirana

UWU/EX/13/0241

Department of Management sciences

ABSTRACT

Human Resource Management is the management concept which used to manage the human resource of an organization. It is used to maximize the productivity of an organization by optimizing the effectiveness of its employees through managing organizational staff. Mentoring is the human resource management concept which used mutual desire for development towards career goals and objectives. It is a long-term process that is developmental, career focused, and covers all life structures, primarily to the identification and nurturing of potential for the whole person. (Burdett, 1998; Ellinger et al., 2008). Mentoring has create a many consequences and Job involvement is one of the beneficial outcome of the process of mentoring. This research was study about the combine effect of formal and informal mentoring on employees' job involvement with special reference to the apparel industry. Researcher conduct a field survey and collect data from 150 operational employees in top five apparel sector companies. Questionnaire was use as a data collecting technique. Sample was selected by using simple random sampling technique. Data analysed according to the objectives by using descriptive statistics, correlation analysis, simple linear regression and multiple linear regression with the support of SPSS 21 version. According to the descriptive analysis results employees were agreed with the existing mentoring practices used in apparel industry. And study found that formal and informal mentoring positively associated with the employees' job involvement according to the results of correlation analysis. Furthermore regression analysis proved that there is an impact of independent variable on the dependent variable. In addition to that the combine effect of both variables is negative on job involvement. Based on the research findings, suggestions and recommendations for management in apparel industry were stated in the research. According to that formal mentoring is most effective for the job involvement and researcher suggest to select the most appropriate type of mentoring without using them combine as it create negative impact for the employees' job involvement.

Key words: Apparel industry, employees' Job involvement, formal mentoring, informal mentoring