



**THE IMPACT OF ORGANIZATIONAL
LEARNING CULTURE ON ORGANIZATIONAL
CITIZENSHIP BEHAVIOR IN APPAREL
INDUSTRY IN SRI LANKA
(WITH SPECIAL REFERENCE TO GAMPAHA
DISTRICT)**

This dissertation is submitted as a partial fulfilment of the degree of
Bachelor of Business Management in Entrepreneurship and Management
November, 2017

M A S R Manchanayaka

UWU/EX/13/0234

Management Sciences Department

ABSTRACT

Apparel industry is one of the largest industries in Sri Lanka which is providing so many benefits for employees in many ways. Organizational Citizenship Behavior is very important factor when considering about the Apparel industry in Sri Lanka. Every organization wants to enhance their success through their employees. The employees' behavior towards the organization is a crucial factor for that. When considering Organizational Learning Culture, it creates opportunities for employees to change their minds regarding the organization. In Sri Lankan Apparel industry, the employees' duty is in a higher position. And also there are some practices regarding OLC within those Apparel companies. Therefore, the researcher has focused on this study to understand the Impact of OLC on OCB under the mediating role of Organizational Commitment.

The researcher has focused to accomplish four objectives with regards to the problem of this study and hypothesized four basic hypothesis according to those research objectives in order to accomplish them. The population of the study was all operational level employees in Apparel Companies in Gampaha District. According to the methodology, the sample was 150 employees and it has been taken from three Export Processing Zones in Gampaha District. Moreover, data were gathered from self-administered questionnaires and the researcher has used IBM SPSS software to analyze data and descriptive statistics, correlation coefficient analysis, simple regression, multiple regression and Sobel test were used as data analysis methods. Finally the researcher identified that the impact of OLC on OCB under the mediating role of OC and that there is a positive relationship between those variables with the presence of the mediator.

Key Words- *Organizational Learning Culture, Organizational Commitment, Organizational Citizenship Behavior*