

Impact of quality of work life on organizational commitment of employees in an apparel industry in Galle district

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Introduction

Apparel industry in Sri Lanka contributes to the economic development of the country by providing employment opportunities. There are 330000 employees are working in the apparel industry (Sri Lanka Apparel Exporters Association, 2009). Furthermore, according to the Central Bank Annual Report (2009), apparel industry contributes to the Gross Domestic Product (GDP) by 42% and to the exports by 46%.

In addition, this industry has achieved the GSP+ tax benefit. Apparel industry is a labour intensive industry and therefore, organizational performance is depending on the performance of the employees. In determining the employee performance, working environment and quality of work life climate would be playing a significant role. Therefore, this study focused on the impact of quality of work life on organizational commitment of employees in apparel industry in Galle district.

Objectives of the study were to identify the nature of the quality of work life and organizational commitment in apparel industry in Galle district, to determine the impact of quality of work life on organizational commitment in apparel industry in Galle district and to determine the relative contribution of each factor in quality of work life on organizational commitment in Apparel industry in Galle district.

Methodology

100 employees in the apparel industry in Gall district were included in the sample. In order to gather data, a self administrated questionnaire with 5 point Likert scale was used. Further, data were summarized by using descriptive statistics and the strengths of the relationship between quality of work life and organizational commitment was determined by Karl Pearson product moment correlation coefficient. The relative contribution of each factor in quality of work life towards organizational commitment was analyzed by a multiple regression analysis.

Results and discussion

The mean values in relation to the dimensions of quality of work life such as, participation, social integration, growth and development, supervision and pay and benefits are fallen under the range of $1 \leq x < 2.5$ representing that the respondents agreed with the existing condition of each of these dimensions.

Furthermore, correlation analysis indicated that there was a low positive correlation (0.337) between participation and organizational commitment and the test is significant at $P < 0.01$ level. Consequently, the correlation coefficient of social integration and organizational commitment is .249 ($P < 0.01$) which indicates that there is a weak positive correlation between social integration and organizational commitment. Further, it was identified that there is no statistically significant correlation between growth & development and organizational commitment ($P > 0.01$). Moreover, supervision and organizational commitment accounts for a correlation coefficient of

.324 and significant at ($P < 0.01$) level. It indicates that there is a statistically significant low positive correlation between supervision and organizational commitment. Further, the correlation between pay and benefits and organizational commitment were found to be statistically not significant ($P > 0.01$).

However, according to the R square of the regression model does not adequately explain the variations in organizational commitment as the R-square is equivalent to a value of 15.7% ($P > 0.01$). This emphasizes that most of the variation (84.3%) of the organizational commitment is explained by other variables which are not included in the model and the tested model was found to be statically not significant.

Conclusions and suggestions

As the regression model is not fitted, it can be concluded other variables such as work motivation, job satisfaction (Warsi *et al.*, 2009), company policy, wage policy, existence of labour unions (Zohurul and Sununta, 2000), promoted health, well being, job security, job satisfaction, competency development and balance between work and non-work life (Guana and Maimunah, 2008) etc might influence the organizational commitment of the employees in the apparel industry in Galle district.

Therefore, human resource managers of the organization should give more opportunities to the employees and similarly, should pay more attention to the employees in order to obtain a better output from the employees of the apparel sector Galle district in Sri Lanka.

References

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