

**STUDY OF IMPACT OF COMPENSATION TOWARDS THE
WORK ATTITUDES AND EMPLOYEE TURNOVER IN
APPAREL INDUSTRY IN KALUTHARA DISTRICT**

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Study of impact of Compensation System towards the Work Attitudes and Employee Turnover in Apparel industry in Kaluthara district

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Key Words: Compensation System, Work Attitudes, Employee Turnover

Abstract

The primary purpose of this research was to identify the impact of compensation system towards the work attitudes and employee turnover of apparel industry in Kaluthara district. This research paper developed and tested a model to examine the effect of compensation system towards the work attitudes and employee turnover in apparel industry in Kaluthara district. This Research presents an analytical discussion and empirical evidence of the compensation system, work attitudes and employee turnover. Theoretical views allow for the complex relationship between compensation system and work attitudes and work attitudes and employee turnover.

The results are tested on 12 apparel factories in Kaluthara district; data are collected through primary and secondary sources. Empirical evidence showed that compensation system has direct, strong positive relationship with work attitudes and work attitude have direct negative relationship with employee turnover. Employee turnover is highly depending on work attitudes and work attitudes highly depending on compensation system and on some external factors such as unwillingness of the husband, problems of take care of babies, and due to the marriage transfers to the another villages.

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