

The Impact of the Practices of Human Resource Management on Job Satisfaction of Operational Level Workers in Apparel Sector in Sri Lanka

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Human Resource Management (HRM) becomes a significant and important management area and it has many positive impacts on the employees' behavior. This study was aimed to discuss the impact of the HRM practices on employees' job satisfaction. The absenteeism and labour turnover in the apparel sector remains at high level and recruiting of operational workers to the company is a major issue in this industry. On this context, there are no any research findings on how HRM practices affect to job satisfaction of operational workers in this sector. The main problem of the study based on the research gap is: Does HRM practices affect to the job satisfaction of the operational workers in the apparel industry in Sri Lanka. Scientific research method was used in this study and the research setting was non-contrive setting. This study was cross sectional and operational workers were the unit of analysis. The population was the all operational workers in the apparel sector in Sri Lanka and 300 operational workers were selected randomly for this study. Structured questionnaire was developed by the researcher using 25 HRM functions to measure the HRM Practices and the MSQ short-form of standard questionnaire was used to measure the job satisfaction. The results of 0.73 (HRM practice) and 0.76 (Job Satisfaction) of test-retest analysis of external reliability and 0.72 (HRM practice) and 0.74 (Job Satisfaction) of Cronbach's Alpha for inter item consistency reliability were found under the reliability of the instruments. Simple regression analysis was the main method used to analysis the data. The major finding of the study was that there was an impact of HRM practices on job satisfaction of the workers and majority of HRM functions have impact on employees' job satisfaction. The conclusion of the study is that there is an impact of HRM practices on job satisfaction of the sample. To maintain and enhance the employee job satisfaction, the companies have to maintain and upgrade appropriate HRM practices in this sector proposed as recommendation.

Keywords: HRM practices, Job satisfaction, Operational workers, Apparel industry