

Relationship between quality of work life and job satisfaction among female employees in apparel industry in Sri Lanka

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Abstract

Apparel industry in Sri Lanka is more labor intensive and largely represented by female employees. However as evidence showed female employees are somewhat neglected in apparel industry with lower recognition and poor working conditions in the factories. Further, currently apparel industry is facing ever increasing labor turnover and absenteeism of machine operators. Therefore, the purpose of this study is to examine the relationship between quality of work life and job satisfaction among female machine operators in Brandix Apparel Solutions Limited- Lingerie at Wathupitivala, which is the leading apparel producers in the country. The research adopted quantitative method by selecting sample of 99 out of 1480 female machine operators in the organization. Both the primary and secondary data were used in the study. The primary data were collected through a questionnaire. The reliability of the measures was checked using Cronbach's alpha. Data were analyzed by using SPSS 16.0. Descriptive statistics and correlation analysis were used to analyze data. The study revealed that there is a significant and positive relationship between fair pay, training programs, grievance handling procedure and respect at work variables with job satisfaction. Further, a significant negative relationship was found between stress at work and job satisfaction. However findings showed that there is no significant relationship between health and safety measures and welfare facilities with job satisfaction.

Keywords: Apparel industry, female machine operators, job satisfaction, quality of work life.