

Retention of Trained Women Workers in the Export Processing Zone Katunayake (*An Empirical Study*)

by

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Abstract

Labour Retention in Sri Lankan industries is a problem because it badly affects not only to the organizations but also entire economy and to the personnel lives of employees. Therefore Retention of Trained Women Workers can reduced cost and improve organization's productivity, performance and profitability. In view of the above this study was formulated to identify courses for desertion.

With the introduction of open economy concept in Sri Lanka in 1978, there has been a rapid change in employment generation totaling to about 360,000 in the industries registered under BOI up to the year 2001. The information reveals that 80% of them are women and employed in the zones which majority managed by foreign investors. The retention of trained women workers is helped to encourage the investors for the smooth function as well as expand their businesses.

In this study 100 deserted trained women workers were interviewed who were randomly selected from ten factories in KEPZ. The detailed questionnaire was prepared to collect the information. In addition to that senior officials of the BOI and particular company were interviewed to gather required information.

This study reviles that the attitudes of leaders / managers towards their subordinates have significant impact on desertion, followed by low wages and health and safety issues.

How ever the following recommendations could be made to retained trained women workers with the organizations in the zone.

- Proper training programs should be design to develop leadership qualities of leaders / managers.
- Achievable production target should be given with reasonable wages
- Work force should train to achieve targets through team building.

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