

## Organization Citizenship Behaviors' Impact to Sport Participation of Employees

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The industrial revolution life style of the people has changed, due to that busy life style people needs have been changed according their living stranded and earn money. Turnover is a one of major challenges which is facing the organizations as a result of the booming of industries in the world (Ahmed, Sabir, Khosa, Ahmad, & Bilal, 2016). Apparel industry developed as main contributor of export revenue in Sri Lanka. The garment industry is the prime employer of the manufacturing sector of the Country and it is providing nearly 75 percent occupations straight and circuitously, (Kelegama 2005). In the periods of 2000 to 2016, the average monthly labor turnover rate is 6.6 percent on medium scale apparel industry in Sri Lanka. OCB is linked to lower rates of employee turnover and absenteeism and the organizational level increased productivity (Zhang, 2005) Not only that the leisure experience in the workplace is positively correlated with positive emotions. The aim of the present study was to identify the impact of Organization Citizenship Behaviors (OCB) on Sport Participation of Employees. 200 operators were selected from Brandex (Pvt) Ltd, Wathupitiwala as the sample, Employees within the factory was selected using simple random sampling method. Questionnaire was used as the quantitative data collection tool SPSS (version 21) was used as the statistical tool. The Data were analyzed using liner regression analyses. Results showed that there was an effect in sport participation on OCB ( $p < 0.023$ ). There was also a significant and positive impact of sport participation on OCB. According to the findings of the study, it can be said that employee's involvement in Sports affect the OCB in an organization. Furthermore, limited this research to only employee of apparel industry in Sri Lanka.

**Keywords:** Apparel Industry, Sport Participation, OCB, Organization Effectiveness

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