

Determinant of Success of Operational Level Employees Empowerment: Evidence from Operational Level Employees in Apparel Manufacturing in Sri Lanka

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The concept and the practice of employee empowerment Human Resource Management is an important concept for the apparel sector as well. Because empowerment leads to both job satisfaction and organization's goals achievements. Highly satisfied staff is most important in achieving this target. Therefore, this study attempts to investigate the factors of success of employee empowerment with special reference two garments factories in Kegalle and Gampaha area. In deciding the sample size of the Supporting employees for this research the researcher used 100 operational level employees for the sample. To test the hypothesis of this study, primary data were used. Primary data were collected through comprehensive Questionnaires given to Machine Operators and Supervisors. The data which collected from the questionnaire, analyzed descriptively using tables, frequencies and percentages. Statistical Package for Social Science (SPSS) 23 was used for statistical analysis process. Those data presented by using tables and graphs. According to the participants' responses and the analysis of this study employee empowerment has a positive and significant impact on organization culture, leadership style, communication style and self-esteem leads towards higher level of employee's empowerment. This study contributes to overcome the problems of employee empowerment in apparel sector and given a fair idea that which factors affected to the success of employee empowerment in apparel industry.

Keywords: *Empowerment, Organization Culture, Leadership Style, Communication Style and Self-esteem*

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