

Impact of Workplace Aggression on Employee Turnover Intention and Perceived Meaningfulness of Work of Executive Level Employees in a Selected Apparel Company in Sri Lanka

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The purpose of this research is to identify the impact of workplace aggression on employee turnover intention and perceived meaningfulness of work. Although much research has been conducted targeting the apparel industry of Sri Lanka and have discussed several workplace issues, the number of research available on workplace aggression and employee turnover intention and perceived meaningfulness of the work is less. Therefore, this research addresses this research gap and contributes new knowledge in the areas of workplace aggression, perceived meaningfulness of work and employee turnover intention while drawing important conclusions on the Sri Lankan apparel industry. This research is a deductive (theory –testing) research conducted using the survey research strategy and the quantitative method. Executive level employees of the selected apparel company were chosen as the population, and it included 1487 executive level employees. Morgan table was used to get the sample size required for the study which was 306. The sample was selected using the convenient sampling technique. Data were collected using a sample of 320 respondents through a self-administered online questionnaire. Statistical Package for Social Science (SPSS), version 23.0 was used for data analysis. Two separate simple regression analyses were performed to test the two hypotheses and the results indicated that there is a significant positive impact of workplace aggression on the employee turnover intention of executive level employees and there is a significant negative impact of workplace aggression on the perceived meaningfulness of work of the executive level employees.

Keywords: *Apparel industry, Executive-level employees, Employee turnover intention, Workplace aggression, Perceived meaningfulness of work, Sri Lanka*

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