Organizational Factors effecting the Job Satisfaction of the Employees in the Apparel Industry with Reference to Gampaha District.

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Goal 09: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

1. Introduction

Apparel export is one of the largest industries in Asia and it plays a significant role in developing countries' economies in terms of income generation and job creation. The Sri Lankan garment industry employs about 15 percent of the country's labor force and is estimated for about half of the country's exports. A transformed apparel sector run by motivated apparel employees would ensure that most countries meet the Eighth Sustainable development goal (decent work and economic growth). The apparel industry is more labor-intensive. The garment industry offers a wide range of job opportunities respective work that explains the working environment. Moreover, the employees of the garment industry are immigrants who come from Low-income villages. These employees earn their income piece amount allowance based on systemic or hourly pay. Also, the wages of employees are depending on their productivity. In the apparel industry, productivity and products delivered on time play a major role in determining corporate profit. In addition, work must be flawless to increase productivity efficiently (Suresh, Yuvaprasnth, Ram, & Amarnath, 2018). Moreover, employee motivation, job satisfaction, and work stress are important factors that affect apparel sector employee performance. (Department of bussiness administration international islamic university chittagong, 2019). The purpose of this study was to investigate the influence of organizational factors on the job satisfaction of the apparel sector employees in the Gampaha District.

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2. Methodology

Factors were considered as the independent variable and the job satisfaction of the apparel employees in the Gampaha District was considered as a dependent variable. This research focuses on all the employees employed in the apparel industry in the Gampaha District. The population size of this study was 3377 and the sample size was obtained from using Yamane method and thus the sample size 358. Moreover, the population consists of two layers; a stratified random sampling method is used to select the sample. Primary data obtained for this study by providing a structured questionnaire from the employees of the two apparel plants.

3. Analysis of the Study

The relationship between demographic characteristics and job satisfaction of apparel employees is important when considering the results of the research.

Table 1: Relationship between the overall job satisfaction and demographic characteristics

Variables	Value	df	Sig value
Gender	23.738[a]	4	.000
Age	17.514[a]	12	.131
Income	41.325[a]	16	.000
Marital status	55.733[a]	16	.000
Educational level	55.733[a]	16	.000
District	14.599[a]	4	.006
Expenditure	21.812[a]	16	.149
Living Place	21.085[a]	16	.175

Source: Survey Data, 2022

The chi-square test finds P values of each variable are smaller than the significant alpha value (0.05). Thus, the demographic variables, i.e., district, gender, marital status, education level, and income level interrelated with the overall job satisfaction of apparel employees. When considering the job satisfaction of the employees, the position and length of service of the employees are momentous. Furthermore, the outcomes indicate that the (0.001) p - value for the job role.

Therefore, it can be concluded that the job role is interrelated with the overall job satisfaction of the employees. The p -value for the relationship between duration of service and the overall job satisfaction of the employees is (0.025). Therefore, it can be concluded that the duration of job service isinterrelated with the overall job satisfaction of the employees.

Therefore, a factorial analysis is performed to analyze the main objective of the study. The KMO value should be more than 0.6. As mentioned in the table above, the KMO value is 0.745. Thus, it can be concluded that the responses given with the sample are satisfactory for the factor analysis to proceed. According to the table 2, the first five components are obtained based on an eigenvalue greater than 1, which represents 66.43% of the variance of the 20 variables under consideration.

Table 2: Total Variance Explained of the twenty factors

Total Variance Explained								
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% Of Variance	Cumulative %	Total	% Of Variance	Cumulative %	Total	% Of Variance	Cumulative %
1	5.97	29.8	29.86	5.97	29.86	29.86	3.8	19.35	19.3
2	2.59	12.9	42.85	2.59	12.99	42.85	2.8	14.38	33.7
3	1.81	9.06	51.92	1.81	9.06	51.92	2.4	12.44	46.1
4	1.61	8.08	60.01	1.61	8.08	60.01	2.2	10.99	57.1
5	1.28	6.42	66.43	1.28	6.42	66.43	1.8	9.24	66.4
6	.97	4.88	71.31						
7	.91	4.58	75.89						
8	.72	3.61	79.50						
9	.60	3.04	82.54						
10	.55	2.79	85.33						
11	.49	2.49	87.83						
12	.46	2.32	90.16						
13	.40	2.00	92.17						
14	.38	1.90	94.07						
15	.30	1.51	95.59						
16	.236	1.17	96.77						

17	.196	.982	97.75						
18	.18	.90	98.65						
19	.14	.72	99.38						
20	.12	.61	100.						

Source: Survey Data, 2022

According to the table 2, factors 1, 2n, 3, 4 and 5 can be represented as linear combinations of standard values of the above variables. Namely, {F14, F15, F9, F16, F6, F5}, {F13, F12, F10, F7, F8}, {F3, F20, F19, F1}, {F4, F11, F2} and {F18, F17} As respectively.

These variables all relate to the behavior of the organization. therefore, component 1 can be interpreted as Organizational behavior. likewise, after interpreting all the components in a similar pattern five main components can be concluded as followings.

Figure 1: Five main components
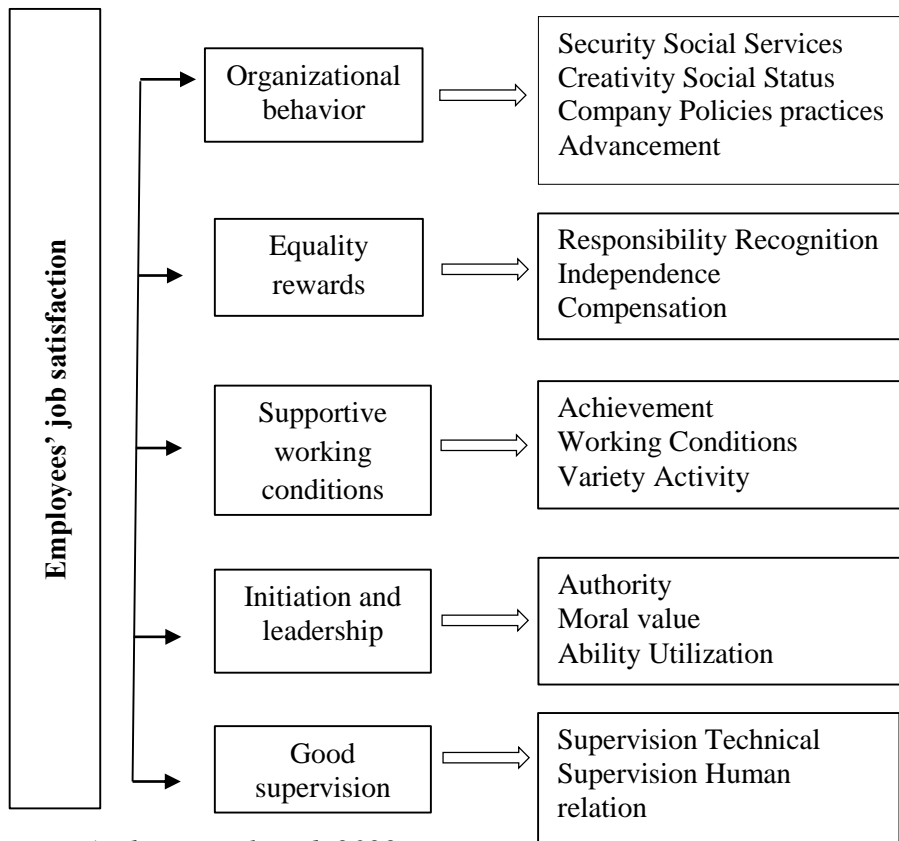
Source: Author Developed, 2022

4. Conclusion and Recommendation

The outcomes of the study can be concluded as follows. considering demographic characteristics gender, district, marital status, educational level, and income level were interrelated with the overall job satisfaction. Also, the study found that the job role and duration of the job service had significant differences in overall job satisfaction. Finally, the research found five key factors which influence the overall job satisfaction of the apparel employees. They are organizational behavior, equality rewards, good supervision, supportive working conditions, and initiations and leadership. Overall, institutional management has the responsibility to raise these five points within the organization. Then the employees will sense a positive attitude towards the organization. It will boost the performance of the organization.

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