

6.5 Empirical Study on Work Relationship between Managers and the Shop Floor Employees of Clothing Manufacturers at Biyagama Export Processing Zone

R.A.A.S. Perera

Department of Commerce & Financial Management, University of Kelaniya.

ABSTRACT

With the expiration of the multi fiber agreement and the continued economic expansion of China and India, companies in the clothing industry have been facing numerous challenges over the past few years. In this setting, in order to remain efficient and maintain their competitive advantages, it is essential that these organizations should continually improve their labour efficiency, providing high quality product at competitive prices while adhering to all garment industry rules and regulations. "Social Indicator" presented by the Centre for Policy Alternative emphasizes employee work relationship as the core activity on this process. (MAS holdings Climate survey 2005)

The study examined the work relationship between Managers and the shop floor workers of clothing manufacturers at Biyagama Export Processing Zone based on the questionnaire method. Questionnaires were distributed to a sample of 45 Managers and 90 shop floor workers. The samples were selected using the Random sample techniques.

The study concludes that 67.7% managers believe that there is a good relationship between managers and the shop floor employees, while only 42.5% of shop floor employees endorse it. Therefore Study concludes that two groups are having different level of understanding of the nature of the relationship existing between them, resulting in reducing the management efficiency, labour productivity etc. Consequently, the managers should realize this fact and make necessary course of action to correct this phenomenon to make the industry more competitive in the present globalized world.

Key words: Work relationship, Associate members, Staff members, Biyagama Export Processing Zone