

The Impact of HR Key Result Areas on Intention to Quit from the Job of Production Floor Workers in Sri Lankan Garment Industry

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In today's competitive environment, employee retention has become important to thrive and achieve success. HR departments focus on key results areas such as recruitment, rewarding, training and development. Therefore, the management activities should be aimed at identifying the employee's intention to stay through practicing key result areas effectively. Hence, the objective of this study is to identify the impact of HR key results areas or HR practices on employee intention to quit. A descriptive study was done to examine the impact of HR key result areas on production floor workers' intention to quit of MNO Garments operating under MAS Holdings in the Biyagama export zone. The study investigated the effectiveness of HR key result areas which can influence the intention to quit among production floor workers.

The research framework consists of one dependent variable and one main independent variable which have three sub variables. They are recruitment, training and development and remuneration. Three hypotheses were formulated using deductive approach. Variables are neither manipulated nor controlled for the study. Sample consisted of 100 production floor workers who were randomly selected from 10 modules including 10 employees selected from each module using the stratified random sampling method.

Measures of the study had possessed sufficient validity and reliability. The structured questionnaire, which consists of 43 statements with five-point scale, was used in order to collect the data. Unit of analysis was individual since data was collected from production floor workers. The data analysis included the univariate, bivariate, and multivariate analysis.

The results indicated that there is a strong negative relationship between HR key results areas and intention to quit as well as strong impact of the independent variable on the dependent variable. Therefore, it is concluded that Human Resource key result areas and employee intention to quit strongly relates negatively in the garment industry production floor worker in Sri Lanka.

Keywords: Human Resource Key Result Areas, Employee Intention to Quit, Recruitment, Rewarding, Training and Development, Garment Industry

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