

## **Factors Impact on Employee Self-Control: Study of Sewing Machine Operators in Vogue Tex (Pvt) Limited**

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Employees performing work tasks effectively and interacting effectively with peers and subordinates, the employee must exert self-control. Self-control helps employees to control their emotions, feelings, behavior, and thoughts. This study analyzed factors' impact on employee self-control. The study considers four variables. such as employee self-control as a dependent variable and interpersonal relationships, individual differences, psychological adjustments as independent variables. The study followed quantitative research design and deductive approach. This study was carried out as a cross-sectional field study among sample of 169 sewing machine operators in Vogue Tex (Pvt) Ltd. Simple random sampling technique was used to select the sample and primary data were collected using a standard questionnaire. Descriptive statistics, inferential statistics, regression, and correlation analysis were analyzed using Statistical Package for Social Science (SPSS).

It was found that interpersonal relationships, individual differences, and psychological adjustment have significant effect on employee self-control. And this study revealed that the positive effect of interpersonal relationship and psychological adjustment on employee self-control was accepted, but individual differences hasn't positive effect on employee self-control, then the positive effect of individual differences on employee self-control was rejected. Findings of the study have the potential of practical implication for organization to assess interpersonal relationships and psychological adjustments, for increased their employees' self-control. In conclusion, based on the adjusted R square value, these three variables do not highly impact employee self-control.

**Keywords:** *Individual Differences, Interpersonal Relationship, Psychological Adjustment, Employee Self-control*

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