

## **Impact of Job Satisfaction on Employee Engagement: Evidence from a Leading Apparel Manufacturing Firm in Sri Lanka**

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This study's objective was to examine the impact of employee engagement on job satisfaction for employees working in the garment industry. Currently, certain clothing companies have extremely low employee turnover, while several display substantial employee turnover. Under these circumstances, factories work to improve the working environment for their employees. A self-administered survey questionnaire was applied to a sample of 326 employees of ABC Garment Factory selected in Western Province. The sample was selected using the stratified random sampling technique. To test the hypothesized relationships between the constructs, a Simple linear regression analysis was performed using the SPSS version. Results show that towards that there is a linear relationship between employee participation and job satisfaction. Accordingly, it can be concluded that there is a positive relationship between employee participation and job satisfaction. The findings of this study help HR managers to make decisions about employee engagement and job satisfaction, implement flexible strategies to develop employee engagement, study the impact of employee engagement on job satisfaction, and help managers make decisions using forecasting about employees. And this research will be important in bridging the knowledge gap and adding to the literature by providing an understanding of job satisfaction, employee engagement, and employees in the apparel sector.

**Keywords** – *Apparel Sector Employees, Employee engagement, Job Satisfaction, Relationship between job satisfaction and employee engagement.*

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