

The Impact of Perceived Organizational Support on Employee Psychological Wellbeing: The Study of ABC Paint Manufacturing Organization in Sri Lanka

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This research aims to identify the impact of perceived organizational support on employees' psychological well-being in ABC paint manufacturing company in Sri Lanka. In addition to that, this study intends to contribute to filling the knowledge gap by looking into the relationship between perceived organizational support and employee psychological well-being. There is less research context in Sri Lanka to test perceived organizational support and employee psychological well-being in the paint manufacturing industry, especially during the crisis situation. This research is deductive (theory-testing) research. This research was conducted using a survey research strategy and quantitative research method. Employees in ABC paint manufacturing company were considered as population. The sample size was 157 according to the Morgan table, data collection was done through a standard questionnaire and simple random sampling technique. A Google form was created and distributed to collect data. The number of employees who responded was 123 among 157 employees. Statistical Package for Social Science (SPSS), version 23.0, was used as a tool for data analysis, and both descriptive and inferential statistics, namely correlation and regression, were used to analyze data. The result shows that there is a positive impact of perceived organizational support on employees' psychological well-being.

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