

Impact of Perceived Workplace Safety Climate on Job Performance of Non-Executive Employees

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Today's business world is highly competitive and human resource is the most important resource in every organization. Therefore organizations should understand their employees better. This study aims to increase the knowledge about employee retention in organizations. Four variables were analysed (rewards, supervision, organizational culture, Training & career development) to understand whether they impact on retention of employees. In this study, the objective was to examine the impact of organizational factors on employee retention in apparel sector in Biyagama export processing zone. There are certain specific hypothesis, procedures, controls and conclusion to realize the main objective. Also this study based on questionnaires. Therefore the type of investigation of the study was experimental. This study can be identified as a noncontrived study since it examines the impact of organizational factors on production employee retention in selected Apparel Companies in natural working environment of Biyagama Export Processing Zone. In this study, none of the variable were controlled or manipulated. As the study was conducted in natural environment where events normally occur, that is non contrived setting. In here no any artificial or contrived setting was created for the study. Hence this research has conducted with minimal researcher interference. To elaborate convenient sampling method is used to collect data. As a sample of this study 384 apparel sector production employees were selected from Biyagama Export Processing zone, Sri Lanka. According to the analysis, organizational factors positively and significantly impact its employee retention. Organizational culture is the most influential factor and reward is the least influential factor. To examine the individual impact of Rewards, Supervision, Organizational Culture, Training & Career Development on Employee Retention, Simple Regression Analyze was done. According to the results, these individual factors positively and significantly impact its employee retention.

Keywords: *Culture, Organizational factors, Rewards, Supervision, Training & Career Development.*

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