

Impact of Employee Welfare Facilities on Work Engagement among Non-Executive Employees in Selected Leading Tea Manufacturing Firm in Sri Lanka

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This study attempts to find out the impact of employee welfare facilities and employee work engagement of the selected leading tea manufacturing firm, where the employee welfare facilities is the independent variables, while the work engagement is the dependent variable. In accordance with literature review and existing findings, there are literature and empirical knowledge gaps regarding the impact of employee welfare facilities on work engagement of the leading tea manufacturing firm. This study was conducted to fill these gaps with two objectives in the selected leading tea manufacturing firm in Sri Lanka. The population of the study is 678 non-executive level employees in tea manufacturing firm and primary data that has been used for the study were obtained from 246 non-executive level employees who are working using stratified random sampling. The collected data has been analyzed using the SPSS tool. According to the SPSS results showed that mean value of study variables, based on the decision rule, indicates there are high level of employee's welfare facilities and employee work engagement among the respondents. Also, it is concluded that there is a significant positive relationship among employee's welfare facilities and employee work engagement of selected leading tea manufacturing firm in Sri Lanka. Therefore, organizations should strive to provide good welfare facilities to obtain the best results from their employees. The findings of this study are useful in further enlarging and enriching applications of these concepts in practice.

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