

Mediating Effect of Self Efficacy on the Relationship between Social Support and Employee Wellbeing: Study of Operational Level Employees in Ansell Lanka (Pvt) Limited, Sri Lanka

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Currently, manufacturing sector organizations have significant challenges, and little effort has been made by academics in Sri Lankan literature to combine social support with employee well-being among operational workers. On Ansell Lanka (Pvt) Ltd. Biyagama, the problem of this study is to investigate the current levels of social support and employee well-being, the type of relationship between social support and employee well-being, how social support affects employee well-being, and the mediating role of self-efficacy in the relationship between social support and employee well-being. To investigate this situation, a logical strategy was used to create a hypothesis. The approach used for this includes a review of current literature and primary data linked to the study issue. A standardized and standard questionnaire was used to obtain primary data. Ansell Lanka (Pvt) Ltd used a basic random sample to perform the study. Correlation was the type of inquiry, and the temporal span was cross-sectional. Individual level analysis was the unit of analysis. Respondents in this survey were operational staff. After ensuring reliability and validity, the study's measurements were of excellent quality. A total of 120 people were surveyed. In order to test the hypothesis that was concerned with positive impact between social support and employee wellbeing. The results of the study showed a significant and positive impact between social support and employee wellbeing and hypothesis of mediation effect of self-efficacy on social support and employee wellbeing behaviors was accepted. Further, this study also supported the view that the managers of Ansell Lanka (Pvt) Ltd should get strategic steps to increase employee well-being among the employees.

Keywords: *Social Support, Supervisor Support, Co-worker Support, Perceived Organizational Support, Family Support, Self-efficacy, Employee Wellbeing*

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