

The Influence of Quality of Work-life on Organizational Commitment : A Study of the Apparel Industry

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Abstract

The problem in focus in this study was, why despite the apparel industry being a major contributor to foreign exchange in Sri Lanka during the past years, it has not yet been able to build a committed workforce. The main objectives were to investigate the relationship between the Quality of Work Life (QWL) and organizational commitment as well as the Human Resource Development Climate (HRDC) prevailing in this industry. Based on the literature review, the conceptual framework was developed and two hypotheses were formulated. The first hypothesis was stated as QWL prevailing in the apparel industry of Sri Lanka positively influences the worker commitment. The second hypothesis was that the HRDC prevailing in the organization moderates the relationship between QWL and commitment. The empirical study included a sample of eighty seven workers from twenty five factories in Sri Lanka, selected through a convenient sampling technique. Both hypotheses were accepted and recommendations made based on the findings.

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