

**DETERMINANTS ON WORK ENGAGEMENT OF EXECUTIVE LEVEL
EMPLOYEES IN APPAREL MANUFACTURING COMPANIES (WITH SPECIAL
REFERENCE TO LARGE-SCALE APPAREL MANUFACTURING COMPANIES IN
WESTERN PROVINCE IN SRI LANKA)**

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Determinants of work engagement reflected different levels of outcome for work engagement. Following this problem, the researcher argues that the appropriateness of perceived supervisor support, perceived organizational support, communication, and work-family conflicts explain executive-level employee work engagement. Further, the Researcher has applied the social exchange theory to explain the impact of four selected factors on work engagement. The sample of the study was 152 executive-level employees in large-scale Apparel manufacturing companies within the Western province of Sri Lanka, and the analytical tool was regression analysis. The results revealed that except for work-family conflicts, the other three variables (perceived supervisor support, perceived organizational support, and communication) have a significant impact on work engagement. Therefore, the study suggests that the management of Apparel manufacturing companies must rethink their engagement strategies and required to build strategies relating to good supervisory support, good organizational support, and good communication. Also, the researcher suggests that future researchers can consider more factors, other industries, and larger samples when conducting future studies.

Keywords: *Communication, perceived organizational support, perceived supervisor support, social exchange theory, work engagement, work-family conflicts*