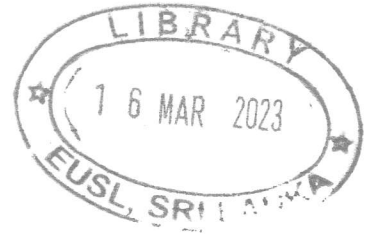


**PROMOTING EMPLOYEE ENTREPRENEURIAL ATTITUDES IN  
STATE OWNED ENTERPRISES IN MATARA DISTRICT**



By

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## ABSTRACT

The purpose of this research study is to explore and figure out the associations among the perceived investment in employee development, psychological climate (Climate for Autonomy and Climate for Innovation), supervisor's behaviors (Promoting Collaboration and Intellectual Stimulation and employee) and entrepreneurial attitudes of employees in selected state owned enterprises in Matara district. This research study relies on a data set derived its survey of 178 employees who are currently employed in selected state banks in Matara district.

The findings of this research study show that perceived investment in employee development had a moderate level and employee entrepreneurial attitudes, climate for autonomy, climate for innovation, promoting collaboration and intellectual stimulation had a high level. There was a moderate positive relationship between perceived investment in employee development and employee entrepreneurial attitudes, between climate for autonomy and employee entrepreneurial attitudes, between climate for innovation and employee entrepreneurial attitudes, and also a strong positive relationship between perceived investment in employee development and climate for autonomy, between perceived investment in employee development and climate for innovation, between perceived investment in employee development and promoting collaboration, between perceived investment in employee development and intellectual stimulation, between promoting collaboration and climate for autonomy and between intellectual stimulation and climate for innovation in selected bank employees in Matara district. The study showed that psychological climate (Climate for Autonomy and Climate for Innovation) plays a partial mediating role in the connection between perceived investment in employee development and employee entrepreneurial attitudes. Finally, the moderation analysis result indicated that there is no significant moderate impact of supervisor's behaviors (Promoting Collaboration and Intellectual Stimulation) on the relationship between perceived investment in employee development and psychological climate.

**Keywords:** Perceived Investment in Employee Development, Psychological Climate, Climate for Autonomy, Climate for Innovation, Supervisor's Behaviors, Promoting Collaboration, Intellectual Stimulation, Employee Entrepreneurial Attitudes

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