THE IMPACT OF EQUITY SENSITIVITY ON EMPLOYEE SELF REGULATED LEARNING ON PRIVATE ORGANIZATION OF NUWARA ELIYA

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REG NO: EU/IS/2016/MS/78

INDEX NO: MS 1928

FCM2711
Project Report
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A project report submitted to the Faculty of Commerce and Management, Eastern University, Sri Lanka, as a partial fulfilment of the requirement for the Degree of Bachelor of Business Administration (BBA).

DEPARTMENT OF MANAGEMENT

FACULTY OF COMMERCE AND MANAGEMENT

EASTERN UNIVERSITY, SRI LANKA

2021

ABSTRACT

The biggest issue affecting private-sector organizations is fast expanding competition, which has resulted in a high work load for employees. Environmental and psychological pressures on leaders and supervisors lead to abusive supervision and employees' equality sensitivity, to survive in the highly competitive business environment, the organizations are focusing on capitalizing its human recourses through self-regulated learning. The application of equity theory and its impacts are rarely considered in studies of self-regulated learning and the link between the two theories are remains unclear. In fact, the role of equity theory and its impacts are rarely considered in studies of self-regulated learning. Hence, there is a need to identify the impact of equity sensitivity on employee self-regulated learning. In addition to that, only few studies so far have been conducted to explore impact of equity sensitivity on employee self-regulated learning of employees which show an empirical knowledge gap of the selected private business organization of Nuwara Eliya in Sri Lanka. In this study Equity sensitivity is considered as an independent variable and employee self-regulated learning is considered as a dependent variable.

A cross-sectional survey using structured questionnaire was used to collect data from to 187 employees in private organization of Nuwara Eliya and all the items in the independent and dependent variables were tested through reliability test to ensure the consistency of the scale. Univariate analysis was carried out and the results show employees have high level of Equity sensitivity and employee self-regulated learning. The correlational analysis was carried out and the result indicated there was a positive relationship between equity sensitivity and employee self-regulated learning. The simple linear regression analysis was carried out and the results revealed that equity sensitivity significantly and positively impact on employee self-regulated learning employees. Moreover, the above stated empirical knowledge gap has been filled certain extent through these research findings in apparel industry.

Keywords: Equity sensitivity, Employee self-regulated learning

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