

# Role of Work Activities and Knowledge Sharing in Employee Sustainable Social Well-Being Along with the Moderating Role of Supply Chain Education

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**Abstract-** The objective of this study is to examine the role of work activities and knowledge sharing in employee sustainable social well-being. The moderating role of supply chain education (SCE) was also examined. Therefore, this study examined the relationship between work activities, knowledge sharing, SCE and sustainable social well-being. Population of the study is the garment companies of Indonesia. Employees of these companies were selected as the respondents. Consequently, data collection was performed among the garment companies of Indonesia. For the purpose of data collection, questionnaire was distributed among the garment company employees. Data were analyzed by using Partial Least Square (PLS). Results of the study highlighted that work activities have positive effect on sustainable social well-being. Knowledge sharing also shows the positive effect on sustainable social well-being. Moreover, SCE shows positive influence to enhance the sustainable social well-being directly and by playing the moderating role between work activities and sustainable social well-being.

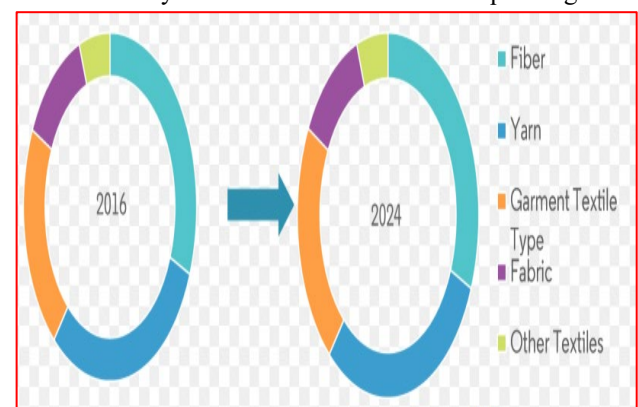
**Keywords;** Garment industry, work activities, knowledge sharing, supply chain education, sustainable social well-being.

## 1. Introduction

Garment industry has vital role in the textile sector growth. This industry has vital importance in whole world. Because it is based on the basis necessities of the people. To fulfill the basic necessities of clothing, this industry playing a vital role. This industry has significant role to boost up the overall textile sector in various countries. The basic necessities of the people like clothing is always required to fulfill by these companies. Therefore, the performance of this industry has vital importance for the people [1, 2]. Sustainable performance of this industry is most important to fulfill the people need in whole world.

In Indonesia, this industry also has valuable importance. Indonesia has high population which require the extensive

quantity of clothes. Therefore, in Indonesian context the performance of this industry has vital role. Indonesia is also one of the largest producers of textile products, in this direction the importance of Indonesian garment industry is most important. This industry has both national and international importance. This industry also has high contribution to the economy of Indonesia. Because garment industry is involved in exporting products to different countries which generate high volume of revenue. Increase in the revenue by the garment industry shows positive effect on economic development. Therefore, Indonesian garment industry has positive role in economic development which is one of the major advantages of this industry for Indonesia. Hence, Indonesian garment industry has vital importance [3, 4]. This industry of Indonesia is growing day by day. The significant growth in last year was found in this industry. This industry of Indonesia is leading whole world. Figure 1 shows the estimations about the volume of Indonesian textile industry from 2016 to 2024 which is quite high.



**Figure 1.** Textile Industry, Type and Volume from 2016 to 2024 Estimate

Source: Mordor Intelligence

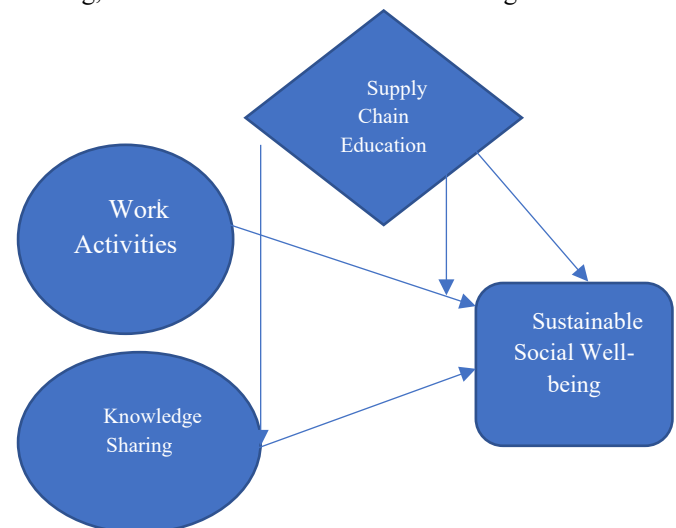
In the garment industry, the employees have most vital role to the performance. Infact the employee performance

has importance for the company performance. To achieve the better performance of employee, it requires significant level of employee sustainable social well-being. Well-being, wellbeing, or wellness is the situation of an individual as well as group. A higher level of well-being indicates that in some sense the individual's as well as group's situation is more positive. To get higher performance of garment industry, employee sustainable social well-being has significant importance for this industry and boost the higher performance of this industry. Well-being of employee increases the employee satisfaction level which increases the employee performance and it led to the employee sustainable social well-being. Employee social well-being has vital role in organizations success [5]. Particularly, the employee sustainable social well-being is most important to achieve in the Indonesian garments industry, otherwise it will show the negative effect on overall industry performance.

Actually, there are two major factors which has influence on employee sustainable social well-being. The first factor is work activities in the organization. Better work activities performance by the employee has positive role in company performance. The employee activities related to the employee sustainable social well-being has major importance. Therefore, the employee work activities have relationship with employee sustainable social well-being. Furthermore, knowledge sharing among the companies also has important role in organizations. Proper knowledge sharing between the company employee has positive role in the industry. Therefore, the knowledge sharing activities has positive effect on employee sustainable social well-being. As previous investigations show that knowledge sharing has important role in organizations [6, 7]. Furthermore, supply chain is the requirement of every company. Better supply chain activities always required for the companies. Especially, the supply chain practices have important role among the garment companies. In this direction, the employee of these companies must have proper education related to the supply chain activities. Better training as well as education has positive role in supply chain skills which causes to increase the overall performance of the company and employee well-being. Hence, supply chain education (SCE) is most vital part of this process.

Hence, objective of this study is to examine the role of work activities and knowledge sharing in employee sustainable social well-being. The moderating role of SCE was also examined. The first moderation effect was examined between work activities and sustainable social well-being. The second moderation effect was also examined between knowledge sharing and sustainable social well-being. Therefore, this study examined the relationship between work activities, knowledge sharing, SCE and sustainable social well-being. Various previous investigations shows the relationship between work

activities, knowledge sharing and social well-being is also examined [5, 8], however, these studies did not examined the role of supply chain in this relationship. Thus, this study filled the important literature gap. Figure 2 shows the relationship between work activities, knowledge sharing, SCE and sustainable social well-being.



**Figure 2.** Theoretical framework of the study showing the relationship between work activities, knowledge sharing, SCE and sustainable social well-being

## 2. Literature Review

### Sustainable Social Wellbeing

The relationship between wellbeing related to the employee of the organization and performance of the company socializing among organization scientist was started from 1930. Various studies inspect what create influence on employee wellbeing based on the reason they wish to explore how to improve the performance as well as different productivity of the various organizations with the help in developing and fostering employee wellbeing productively [9, 10]. Therefore, employee well-being has major role among the organizations. Previous studies highlighted the six "high commitment" HRM activities between managers as well as workers to improve employee wellbeing as well as recommend connection between workers and company deeply increase performance. In this direction, the performance of employees is based on the wellbeing. The actions that indorse trust among the company workers; selection activities as well as internal growth along with the elevation of employees, worker's voice, participation of employee in the organization matters like decision making, knowledge distribution, high compensation grounded on performance of employees, considerable training activities, various development as well as learning activities.

Various studies contended that a process to improve employee wellbeing in the companies is to examine how task as well as work is planned as well as designed which is most important among companies. It is planned that the

plan of work should be in a style that permits workers to do important work in a right technique. Furthermore, it is recognized that workers must be given liberty to achieve their jobs, and the opportunities for social connection, which upsurges workers effectiveness along with the wellbeing. Number of previous investigations in the literature establish that a gathering of high participation actions was positively linked with organization performance as well as with employee wellbeing. The general idea of wellbeing among the employees among different organization inspires compensations to the companies of having healthy employees. Moreover, some factors such as absence of involvement, inappropriate communication from different types of organizational culture as well as structure effect employee social wellbeing. Therefore, social wellbeing of the employee among the companies is most important [11, 12] which has positive role on their performance. However, low level of employee wellbeing has negative role among the organizations.

### Work Activities

Work activities among the organizations has important role in the firm overall activities. These activities have vital relationship with the employees. As most of the activities among the companies managed by the employees. Therefore, performance of these organizational activities is also based on the employees. Better performance of these activities is the evidence of better employee performance. However, low performance of working activities shows the low performance of employees. These activities of the employees have major role with the performance of company. Better performance of employee work activities shows better effect on the performance. Therefore, work activities has importance relationship with the company [13, 14].

These employee work activities have relationship with employee sustainable wellbeing. As discussed above that better employee activities shows positive role in all firm operations which causes to increase employee performance. Better performance the employees also lead to the employee well-being. As the increase in employee performance increases the promotions of the employees. Companies provide the promotion opportunities to the employees which work in the benefits of the organization. Number of previous investigations shows the vital relationship between employee activities and employee well-being. As employees are the most significant part of organizations [15] that is why they require better employee wellbeing to promote performance [12, 16].

**Hypothesis 1.** Work activities has positive influence on sustainable social well-being.

### Knowledge Sharing

Knowledge sharing is one of the important activities which help to exchange the knowledge among different people, friends, peers, relatives, societies, or within or between different organizations. Organizations have documented that knowledge establishes a valued intangible asset for making as well as sustaining competitive advantages and various other benefits to the companies. In case of knowledge sharing in organizations, it can be described as important activities which help to exchange the knowledge is among the employees of the organization to generate innovative ideas in various operations of the company. Knowledge sharing is most important among the organizations to generate innovation in process or products [17].

Knowledge sharing is important in the performance of employees. Better knowledge sharing activities among the employee of the organizations shows positive role in employee performance. As the knowledge is the most important element of employee performance. To get higher performance from the employees, the knowledge sharing activities are most important in the organizations. Better knowledge sharing culture among the employee increases the employee performance due to the increase in innovative idea generation and increase in employee performance also increases the employee sustainable social employee well-being. Sustainable social well-being of the employee is also most important because it has vital role in employee satisfaction and employee satisfaction has direct relationship with the employee performance. Therefore, increase in employee performance also increases the employee sustainable social well-being. The relationship between knowledge sharing and employee performance is also given in the literature [6, 18, 19].

**Hypothesis 2.** Knowledge sharing has positive influence on sustainable social well-being.

### Supply Chain Education (SCE)

Supply chain is one of the most important part of various organizations. Especially, it is the most significant part of garment companies. A supply chain is one of the networks between a firm and its dealers to produce as well as distribute an exact product to the final buyer. This network comprises diverse activities, people, entities, information, and resources. Supply chain involve both the internal as well as external activities of the companies. Therefore, it has major participation among all the activities of the company. As previous investigations shows the most important role in companies [20]. In this direction, the SCE is most important. To run the better supply chain activities, companies require better education activities to the employees.

SCE is process of teaching skills to the employee of the organizations. As the current study is dealing with the garment's companies, therefore, SCE in garment

companies can be described as the process of teaching supply chain skills to the employees. It also shows the training activities by the companies related to the supply chain. SCE is one of the most influential part of companies [21-23]. Better activities of supply chain also have relationship with the employee sustainable social well-being. In the garment's companies, the supply chain has central role which requires better supply chain skills of employees. Therefore, supply chain activities among the companies has vital role which has influence on employee performance and ultimately effect on the sustainable social well-being of the employees. In the current study, SCE is used as a moderating variable. Hence, following hypotheses are proposed;

**Hypothesis 3.** SCE has positive influence on sustainable social well-being.

**Hypothesis 4.** SCE moderates the relationship between work activities and sustainable social well-being.

**Hypothesis 5.** SCE moderates the relationship between knowledge sharing and sustainable social well-being.

### 3. Research Method

To examine the relationship between work activities, knowledge sharing, SCE and sustainable social well-being, this study designed a survey questionnaire a most appropriate method to collect the data. Survey questionnaire is the most important instrument for data collection which is used in the current study. To design the survey questionnaire, four variables; work activities, knowledge sharing, SCE and sustainable social well-being were used and measures for all these variables were adapted from the previous studies already published in the literature. Previous studies also recommended the survey questionnaire for data collection [24].

Population of the study is the garment companies of Indonesia. Employees of these companies were selected as the respondents in the current study. Therefore, data collection was performed among the garment companies of Indonesia and questionnaires were distribution among the garment company employees. In this study, the process of data collection was carried out with the help of simple random sampling technique [25]. Questionnaires were distributed through self-visits to the companies. Employee of garment companies were approached, and questionnaires were distributed after the explanation of the objective of this study. Total 450 questionnaires were distributed among these companies. 270 questionnaires were returned for the analysis of this study. Finally, 260 valid responses were used for data analysis.

### 4. Findings

Findings of the study started with the data screening. Before to approach findings of the study, this study used initial data screening for missing value removal [26]. With

the help of initial data screening, missing value was removed, and data were used for analysis as shown in Table 1.

**Table 1.** Data Statistics

	No.	Missing	Mean	Median	Min	Max	SD	Kurtosis	Skewness
WA1	1	0	3.234	3	1	7	2.19	-0.809	0.456
WA2	2	0	3.238	3	1	7	2.07	-1.017	0.482
WA3	3	0	3.314	3	1	7	2.043	-0.975	0.462
WA4	4	0	3.23	3	1	7	2.1928	-0.921	0.453
WA5	5	0	3.276	3	1	7	1.868	-0.708	0.477
WA6	6	0	3.084	3	1	7	1.855	-0.75	0.463
WA7	7	0	3.213	3	1	7	2.06	-0.969	0.427
KS1	8	0	3.213	3	1	7	1.846	-0.84	0.383
KS2	9	0	2.929	2	1	7	2.199	-0.676	0.882
KS3	10	0	2.808	2	1	7	2.229	-0.657	0.915
KS4	11	0	2.971	2	1	7	2.167	-0.701	0.839
KS5	12	0	2.883	2	1	7	2.095	-0.514	0.896
KS6	13	0	2.883	2	1	7	2.326	-0.816	0.898
KS7	14	0	2.762	2	1	7	2.103	-0.279	1.054
SCE1	15	0	2.866	2	1	7	1.929	-0.283	0.895
SCE2	16	0	2.787	2	1	7	1.934	-0.121	0.975
SCE3	17	0	2.845	2	1	7	2.172	-0.557	0.935
SCE4	18	0	2.874	2	1	7	2.06	-0.451	0.907
SCE5	19	0	2.941	2	1	7	2.227	-0.735	0.857
SCE6	20	0	2.845	1	1	7	2.372	-0.849	0.899
SCE7	21	0	2.736	2	1	7	2.066	-0.228	1.044
SCE8	22	0	2.908	2	1	7	2.18	-0.56	0.977
SSWB1	23	0	3.314	3	1	6	1.471	-1.004	0.183
SSWB2	24	0	3.218	3	1	6	1.663	-1.387	0.118
SSWB3	25	0	3.293	3	1	6	1.519	-1.238	0.086
SSWB4	26	0	3.259	3	1	6	1.536	-1.328	0.129
SSWB5	27	0	3.226	3	1	6	1.595	-1.477	-0.038

Note: WA = Work Activities; KS = Knowledge Sharing; SCE = Supply Chain Education; SSWB = Sustainable Social Well-Being

Data analysis was started with the most effective data analysis technique namely; confirmatory factor analysis (CFA). CFA was applied with the help of Partial Least Square (PLS). CFA is the most effective for the assessment of factor loadings [27-30]. Figure 3 shows that work activities are measured with the help of seven scale items and all the items have factor loadings above 0.7. Moreover, knowledge management is measured with the help of seven scale items and all the scale items are above 0.7, however, one scale item has factor loadings below 0.7 and above 0.5. Supply chain education was measured by using eight scale items and all the scale items have factor loadings above 0.7. Finally, sustainable social well-being is measured by using five scale items and all these items have factor loadings above 0.7. Hair, et al. [31] also recommended that factors loadings for all items should be above 0.7. However, factor loadings below 0.7 can be retained in case if the Composite reliability (CR) and average variance extracted (AVE) is above 0.7 and 0.5, respectively. Loadings are also given in Table 2 which shows that all the scale items for all the variables (work activities, knowledge sharing, SCE and sustainable social well-being) are above 0.7, except one item.

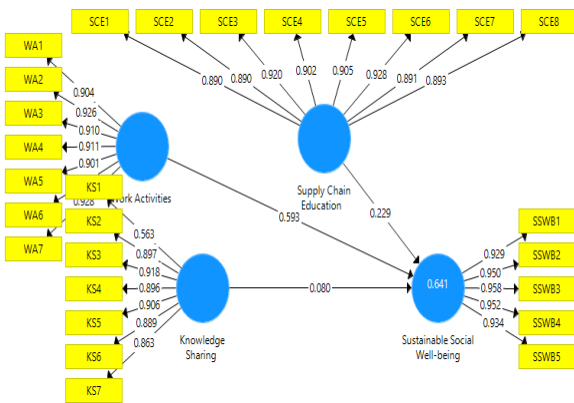


Figure 3. Measurement Model

Table 2. Factor Loadings

	Knowle dge Sharing	Supply Chain Education	Sustaina ble Social Well-being	Work Activities
KS1	0.563			
KS2	0.897			
KS3	0.918			
KS4	0.896			
KS5	0.906			
KS6	0.889			
KS7	0.863			
SCE 1		0.89		
SCE 2		0.89		

SCE 3		0.92		
SCE 4		0.902		
SCE 5		0.905		
SCE 6		0.928		
SCE 7		0.891		
SCE 8		0.893		
SSW B1			0.929	
SSW B2			0.95	
SSW B3			0.958	
SSW B4			0.952	
SSW B5			0.934	
WA1				0.904
WA2				0.926
WA3				0.91
WA4				0.911
WA5				0.901
WA6				0.922
WA7				0.928

Note: WA = Work Activities; KS = Knowledge Sharing; SCE = Supply Chain Education; SSWB = Sustainable Social Well-Being

Previous studies show the CR and AVE should be above 0.7 and 0.5 respectively. According to the scholars, AVE above 0.5 shows the achievement of convergent validity. Table 3 shows that all the variables; work activities, knowledge sharing, SCE and sustainable social well-being have CR above 0.7. Moreover, work activities, knowledge sharing, SCE and sustainable social well-being have AVE above 0.5. Finally, this study examined discriminant validity through cross-loadings [32] as shown in Table 4.

Table 3. Reliability and Convergent Validity

	Cronbac h's Alpha	rho _A	C R	(AVE)
Knowledge Sharing	0.935	0.9 33	0. 949	0.73 2
Supply Chain Education	0.967	0.9 68	0. 972	0.81 4
Sustainable Social Well-	0.97	0.9 7	0. 976	0.89 2

being				
Work Activities	0.967	0.968	0.973	0.837

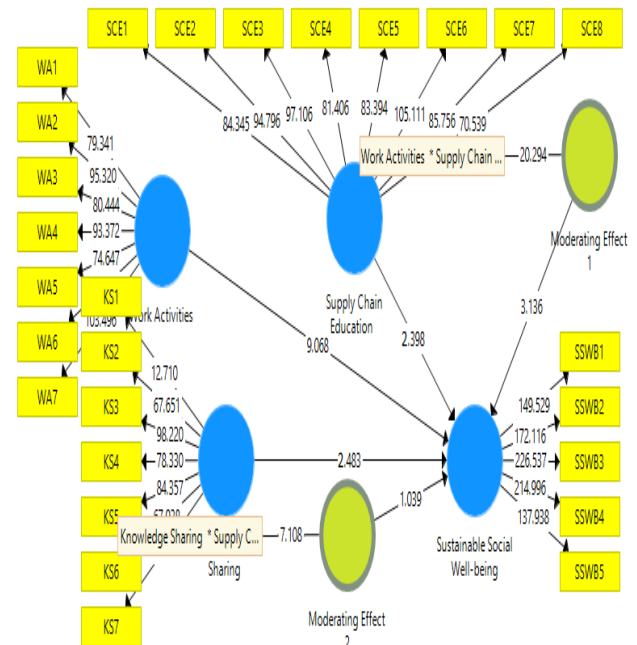
Note: WA = Work Activities; KS = Knowledge Sharing; SCE = Supply Chain Education; SSWB = Sustainable Social Well-Being

**Table 4.** Cross-Loadings

	Knowle dge Sharing	Supply Chain Education	Sustainab le Social Well-being	Work Activities
KS1	0.863	0.414	0.665	0.806
KS2	0.897	0.893	0.512	0.427
KS3	0.918	0.892	0.555	0.489
KS4	0.896	0.879	0.568	0.47
KS5	0.906	0.867	0.536	0.479
KS6	0.889	0.799	0.558	0.462
KS7	0.893	0.874	0.501	0.375
SCE 1	0.845	0.89	0.531	0.434
SCE 2	0.851	0.89	0.531	0.443
SCE 3	0.872	0.92	0.561	0.465
SCE 4	0.856	0.902	0.511	0.431
SCE 5	0.871	0.905	0.593	0.479
SCE 6	0.895	0.928	0.561	0.457
SCE 7	0.873	0.891	0.544	0.468
SCE 8	0.859	0.893	0.517	0.443
SSW B1	0.595	0.541	0.929	0.695
SSW B2	0.604	0.531	0.95	0.717
SSW B3	0.626	0.569	0.958	0.691
SSW B4	0.668	0.606	0.952	0.734
SSW B5	0.663	0.598	0.934	0.738
WA1	0.552	0.457	0.707	0.904
WA2	0.58	0.453	0.683	0.926
WA3	0.538	0.415	0.659	0.91
WA4	0.569	0.461	0.667	0.911
WA5	0.567	0.469	0.697	0.901
WA6	0.589	0.473	0.717	0.922
WA7	0.593	0.483	0.716	0.928

Note: WA = Work Activities; KS = Knowledge Sharing; SCE = Supply Chain Education; SSWB = Sustainable Social Well-Being

After the factor loadings, CR and AVE with the help of CFA, this used PLS structural model for hypotheses testing. The relationship between variables was examined with the help of PLS structural model. PLS structural model is most prominent part of SEM technique [33-36]. In this part of analysis, as shown in Figure 4, the direct effect of work activities was examined on sustainable social well-being. The direct effect of knowledge sharing was examined on sustainable social well-being. Moreover, the direct effect of SCE was examined on sustainable social well-being. Results in the Table 5 shows that work activities have positive effect on sustainable social well-being. Improvement in work activities improves the sustainable social well-being. Moreover, knowledge sharing has positive effect on sustainable social well-being. Increase in knowledge sharing increases the sustainable social well-being. Furthermore, SCE has positive effect on sustainable social well-being. Thus, increase in SCE has positive influence on sustainable social well-being. In this study, the minimum acceptance value was considered 1.96 for t-value. Beta value is also positive for all the relationships.



**Figure 4.** Structural Model

**Table 5.** Direct Effect Results

	(O)	(M)	S D	T Statistics	P Values
Knowledge Sharing -> Sustainable Social Well-being	0.081	0.079	0.033	2.483	0.013

Moderating Effect 1 -> Sustainable Social Well-being	0.179	0.182	0.057	3.136	2
Moderating Effect 2 -> Sustainable Social Well-being	0.085	0.087	0.082	1.039	9
Supply Chain Education -> Sustainable Social Well-being	0.215	0.222	0.04	5.398	0
Work Activities -> Sustainable Social Well-being	0.06	0.596	0.066	9.068	0

Note: WA = Work Activities; KS = Knowledge Sharing; SCE = Supply Chain Education; SSWB = Sustainable Social Well-Being

Moderation effect of SCE was examined which is shown in Table 5. The moderator has the ability to influence the relationship between two variables. Therefore, moderation can decrease or increase the relationship between variables. In this study two moderation effect was examined. The first moderation effect was examined between work activities and sustainable social well-being. The moderation effect was also examined between knowledge sharing and sustainable social well-being. Results of the study in Table 5 shows that moderation effect of SCE is significant between work activities and sustainable social well-being. Therefore, SCE has influence on the relationship between work activities and sustainable social well-being. The moderation effect between work activities and sustainable social well-being has t-value 3.136. This moderation effect has positive beta value which shows that the moderation effect strengthens the relationship between work activities and sustainable social well-being. The second moderation effect between knowledge sharing and sustainable social well-being is significant. This moderation effect between knowledge sharing and sustainable social well-being has t-value 1.039. Hence, SCE as moderating variables has no influence on the relationship of knowledge sharing and sustainable social well-being. Along with the moderation effect, this study examined the variance explained in sustainable social well-being by all other variables. It shows that variance explained in sustainable social well-being is 0.641 which is moderate according to the instructions of Chin [37]. It

indicates that all the variables; work activities, knowledge sharing, and SCE are expected to bring 64.1% change in sustainable social well-being.

## 5. Conclusion

This study examined the relationship between work activities, knowledge sharing, SCE and sustainable social well-being. The objective of this study was to examine the role of work activities and knowledge sharing in employee sustainable social well-being. Data were collected from the employee of Indonesian garments companies with the help of questionnaires. Results of the study shows that work activities have positive effect on sustainable social well-being. Increase in the performance of employee work activities increases the sustainable social well-being. Moreover, knowledge sharing also shows the positive effect on sustainable social well-being. It shows the improvement in knowledge sharing among the organizations have vital concern in sustainable social well-being. Both have positive relationship with each other's. Furthermore, SCE shows positive influence to enhance the sustainable social well-being directly and by playing the moderating role between work activities and sustainable social well-being. Increase in SCE increase the sustainable social well-being and it strengthen the positive relationship between work activities of the employees and sustainable social well-being. Finally, the current study has vital importance for the literature of garment companies and sustainable social well-being.

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