

**THE IMPACTS OF REWARD MANAGEMENT, SUPERVISORS SUPPORT
AND WORK LIFE BALANCE OF EMPLOYEES ON TURNOVER
INTENTION: A STUDY BASED ON INSURANCE COMPANIES IN
BADULLA**

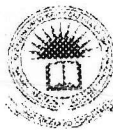


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REG NO: EU/IS/2014/MS/72

INDEX NO: MS 1722



Project Report
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A Project Report Submitted to the Faculty of Commerce and Management, Eastern University, Sri Lanka as a partial fulfillment of the requirement of the Degree of Bachelor of Business Administration (BBA).

**DEPARTMENT OF MANAGEMENT
FACULTY OF COMMERCE AND MANAGEMENT EASTERN
UNIVERSITY, SRI LANKA**

2019

ABSTRACT

Empirical knowledge gaps regarding the impacts of Reward Management, Supervisor Support, and Work Life Balance of employee on Turnover Intention in the insurance companies, particularly in Badulla. So, the main purpose of this research is reviewing the impacts of Reward Management, Supervisor Support, and Work Life Balance of employee on Turnover Intention among the Insurance company employees.

This study was held with three research objectives. The method of this research is descriptive and correlational, and its statistical sample is included 124 employees in selected insurance companies in Badulla and simple convenience sampling technique has been applied. The data collection tools used this research were define turnover intention, reward management, supervisors support and work life balance. The existing level of turnover intention, reward management, supervisors support and work life balance as identified using the mean and standard deviation. The Pearson Correlation Coefficient was used to identify the relationship between the reward management, work life balance and supervisors support (Independent variables) and turnover intention (Dependent variable).

Results of the study show, that reward management, supervisors support, work life balance were low level and turnover intention were high level among the employees of selected insurance companies in Badulla District. And also, correlation analysis found that reward management, work life balance and supervisors support (Independent variables) were strongly negative correlated with turnover intention (Dependent variable). Based on that, have high negative relationship between turnover intention (Dependent) and (Reward Management, Work Life Balance and Supervisors Support) independent variables. And also, significant impact of reward management, work life balance and supervisors support (Independent variables) on turnover intention (Dependent variable).

Keywords: Reward Management, Work Life Balance, Supervisors Support, Turnover Intention, Insurance Company

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