

**THE RELATIONSHIP BETWEEN TRAINING AND TURNOVER  
INTENTION: THE MEDIATING ROLE OF JOB SATISFACTION**

**(WITH SPECIAL REFERENCE TO TEA FACTORIES IN NUWARA ELIYA  
DISTRICT)**



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## ABSTRACT

This study investigated the relationship between Training and Turnover Intention and mediation influence of Job Satisfaction to relationship among Training and Turnover Intention. Therefore the aim of this study was to analyse existing level of Training, Turnover Intention and Job Satisfaction, what sort of relationship between Training, Turnover Intention and Job Satisfaction and the relationship between Training and Turnover Intention and mediation influence of Job Satisfaction to relationship among Training and Turnover Intention at two selected Tea factories in Nuwara Eliya District. In concentrated on Training related to Motivation to training, Access to training, Benefits from training and Support for training.

The study mainly considering the primary data and secondary data. Structured questionnaire was used as the method of data collection and there are 43 research questions. Among them five questions are consist with personal information of the respondent and other thirty eight questions are research information. The five point likert scale used which fanging from “strongly agree” to “strongly disagree”.it has been conducted a pilot test to test the reliability of the questionnaire and all questions are reliable. Collect data were analysed using SPSS computer package having the univariate and bivariate analysis. A sample of 224 respondents were conducted from the worker level employees out of 508 of total worker level employees. It has been considered two tea factories named as Harangala tea factory and Greenwood plantation (Pvt) Ltd from each tea factories respectively 262 and 246 sample were selected. Stratified random sample method used to make the sampling frame of the study and also quantitative research approach used for this study.

The result indicated that the Training and Job Satisfaction were high level and Turnover Intention was low level in selected tea factories. Also result indicated significant negative relationships (Training and Turnover Intention, Job Satisfaction and Turnover Intention) and significant positive relationship (Training and Job Satisfaction). The result indicated that partially mediation influence of Job Satisfaction to relationship among Training and Turnover Intention.

**Keywords:** *Training, Turnover Intention, Job Satisfaction*

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