

**THE EFFECT OF EMPLOYEE INDIVIDUAL
CHARACTERISTICS AND WORK RELATED FACTORS ON
TURNOVER INTENTION: SPEACIAL REFERENCE TO
MACHINE OPERATORS OF CRYSTAL MARTIN CENTRAL
(PVT) LTD IN DAMBULLA**



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2018

ABSTRACT

Turnover intention is one of the key factors of apparel industry in Sri Lanka. The main focus of research is how employee personal and work related factors influence their turnover intention. Machine Operators of the company are due to various factors that could affect many and in this study, researcher has given priority to the employee personal characteristics and work related factors only.

In this study, primary data were collected through structured questionnaires. Researcher selected 150 numbers of Machine Operators from 500 number of Machine Operators in the population in Crystal Martin Central (Pvt) Ltd, Dambulla. In order to evaluate collected data from the questionnaire, bivariate analysis and multivariate analysis was used. Cronbach's Alpha for reliability test, frequency and descriptive analysis tools, Pearson coefficient correlation were used to hypothesize the questions.

Findings of this study revealed that female employees have more turnover intention than male employees, employees who have higher level of age have low turnover intention, employees who have higher level of tenure have low turnover intention, married employees have more turnover intention than unmarried employees, the employees who have higher level of education have more turnover intention and the employees who have higher level of income level have low turnover intention. Findings also revealed that compensations and rewards, work life balance and satisfactory job characteristics are statically significant negative effect on turnover intention except supervisory behavior.

It is recommended to build policies for employees that encourage having work life balance. The management should try to retain competent and skilled employees within the organization to have better performance continuously. Paying satisfactory salary will reduce turnover intention of employees and it will strengthen the bond between the organization and employees.

Key words: Age, Gender, Tenure, Marital Status, Income, Level, Education Level, Supervisory Behavior, Compensations and Rewards, Satisfactory Job Characteristics, Work Life Balance, Turnover Intention.

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