

Impact of Work Stress on Turnover Intention of Employees: A Case of Edinborough Products (Pvt) Limited

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Dealing the occupational stress and turnover intention have become a momentous phenomenon in career management literature. Majority of the manufacturing companies in Sri Lanka are experiencing the high turnover rate of employees and it becomes a critical problem to maintain the competitive advantages. Various factors are affecting to the turnover intention and the work stress is the one of the major determinate which leads to turnover intention among the employees. This study investigates the significant impact of work stress on the turnover intention in the Edinborough Products (Pvt) Limited. This study is based on two objectives as main and sub objectives. The main objective is to identify the impact of the work stress level of the employees with related to the intention to leave from organization and work stress is measured by combining co-workers behavior, supervisor's behavior, work pressure and work environment. 70 employees are surveyed by questionnaires and results were finalized by using both descriptive and inferential statistics through correlation and regression. In agreement with hypothesis it indicates that work stress has positive significant impact with turnover intention and which resulted as 0.533 positive value. Hence, these findings would be important to the human resource managers of the company to develop their stress management practices and retention programs.

Keywords: *Turnover Intention, Work Stress, Competitive Advantage, Stress Management Practices, Retention Programs*