

## **Job Related Factors Affecting Intention to Quit: A Case of Operational Level Employees in Polytex Garments Limited**

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Employees are the most important and valuable assets of an organization. An organization's success could not be realized without employees' support and contribution. Therefore, employee turnover is a burning issue for any organizations. For the steady productivity of an organization it is essential to maintain its skilled workforce. But most of the times it is very difficult to control the turnover rate within organizations. There are so many factors that affect turnover. And also Intention to quit is an emergence of actual turnover. In this study researcher examined the relationship between job related factors and intention to quit among operational employees in the Apparel sector in Sri Lanka with special reference to Polytex Garments Ltd, Ja-Ela. Researcher had identified three job related factors that could influence intention to quit. The three factors are identified as supervisory support, salary and work load. In addition, this study also explored the impact of these three factors on intention to quit. 50 sets of survey questionnaire were distributed to operational employees working in the cutting department.

Findings revealed that there is a significant relationship between job-related factors and intention to quit. It indicates that Polytex Garments Limited should manage the job related factors rather than environment related variables in order to reduce employee turnover effectively.

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