Effect of Technology on Sri Lankan IT Employees' Turnover Intention

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IT industry is one of the most concerned industry for employee turnover, which is contradict to the growth of business. Regardless, generation gaps plays a major role in the issue, while technology plays the impactful role on individuals. The main objective of the study is to identify the impact of technological consequences has on employee's turnover intention. Primarily the consequences were selected based on literature reviews. Deductive methodology was chosen as an approach of the research. Findings derived based on responses from IT industry representatives and analyzed using quantitative techniques. Specimen sufficiency measured by the KMO Bartlett's test, remained at 0.795 alongside a Cronbach Alpha estimation of 0.748. Results indicated that while Job security, Accountability, worker engagement, real time feedback has a negative relationship with employee turnover intention, while social exposure has a positive relationship with worker turnover intention.

Keywords: *Social Isolation, Job Security, Real Time Feedback, Accountability, Employee Turnover Intention*

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