

Impact of Career Planning on Employee Turnover Intention in Short-Term: Evidence from a Leading Garment Factory in Sri Lanka

Tennakoon, W. D. N. S. M.¹ and Lasanthika, W. J. A. J. M.²

Employee turnover intention in short term (ETIST) is still a burning issue for many labor intensive industries despite the interest of scholars on it for many past decades. The impact of Career Planning (CP) on ETIST is loosely addressed. Thus, this study investigates the impact of CP on the ETIST. A deductive, cross sectional research inquiry was carried out where CP is operationalized using personal, occupational, organizational and external factors. ETIST denotes the turnover intention of short tenured employees. Survey instrument (Holland, 1997) of 30 items ranked the responses on a five-point Likert scale. Sample represents the randomly selected machine operators (n = 232) of garment factory where short-term LTO reported as significant. Regression and correlation analyses derive the results. It is concluded that career planning is significantly influencing employee turnover in short term. Implications of the study carries the importance of employing CP strategies to minimize the possible ETIST.

Keywords: *Career planning, Employee turnover intention, Short term, Retention intention*

¹ Department of Business Management, Wayamba University of Sri Lanka (tennakoon@wyb.ac.lk)

² Department of Business Management, Wayamba University of Sri Lanka
(jananijayawardana@gmail.com)