

The Impact of Organizational Justice on Employee Retention Intention: Study based on Executive Level Employees of Manufacturing Organization in Biyagama Export Processing Zone

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The purpose of this study was to investigate the impact of organizational justice on employee's retention intention of the executive level employees of rubber products manufacturing organization in Biyagama export processing zone. The main objective of the study was to determine the effect of organizational justice on executive level employees' intention to retain. This study individually concerned about three main dimensions of organizational justice i.e. distributive justice, procedural justice and interactional justice with employee retention intention. The research continued as a quantitative study and the researcher used 96 sample of executive level employees out of 160 population through random sampling technique. Further, survey strategy with a standard pre tested questionnaire used to gather data for the study. The hypotheses were tested using correlation and regression analysis and the research findings revealed that there is a positive significance between the organizational justice and employee retention intention within the study context making researcher's all four hypotheses accepted i.e. the distributive justice, procedural justice, interactional justice and overall organizational justice positively impact on employee retention intention. Even though many studies exist in relation to these constructs, limited number of studies have been done considering the Sri Lankan context. Thus present study fulfills the research requirements within Sri Lankan context.

Keywords: *Organizational Justice, Distributive Justice, Procedural Justice, Interactional Justice, Employee Retention Intention*

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