

Impact of Job Attitudes on Turnover Intention in XYZ Insurance Company

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ABSTRACT

Introduction - In present competitive world, organizational Turnover has become a great challenge to any organization and in literature has been also illustrated this issue as well as employee Turnover has been developed as a painful challenge in any industry. Especially the insurance industry due to the rapid competition, organizations try to minimize the Turnover to save the cost. Job-related attitudes are one of the most important factors that determine employee Turnover Intention. Based on that, this study investigates the Impact of Job Satisfaction, Organizational Commitment, and Job Involvement on employee Turnover Intention in the XYZ insurance company.

Design/methodology/approach – As a quantitative research approach, the data was collected via a structured questionnaire survey from XYZ insurance company. The sample was selected using the random sampling technique and it consisted of low and middle-level 156 employees. The study used multiple linear regression method to test the hypothesized relationships between the constructs.

Findings – Through the findings of the study, it is indicated that Job Satisfaction, Organizational Commitment and Job Involvement has a significant negative effect on Turnover Intention.

Conclusion – Organizations can acquire advantages of dropping Turnover Intention and absenteeism by developing a dedicated workforce using findings of this study. Finally, suggestions are given to enhance the current positive job-related attitudes and increase employee retention in the Organizations.

Keywords: *Job Satisfaction, Organizational Commitment, Job Involvement, and Turnover Intention.*