

Impact of Realistic Job Information on Turnover Intention: A Study of Operational Level Employees in MAS Holdings

Nimeshika, H. M. S.¹ and Nishanthi, H. M.²

The purpose of this study was to examine the impact of realistic job information on turnover intention: a study of operational level employees in MAS Holdings. This study is carried out as a quantitative explanatory research work. Further, the sample is selected randomly and used simple random sampling technique. This is a cross-sectional descriptive research & standard questionnaire was used to collect primary data through a survey. Questionnaires are distributed to a sample of 313 of operational level employees who are currently working in MAS Holdings. To analyze received questionnaires data, SPSS (Statistical Package for the Social Science) was used. To interpret data analyzed and to obtain the result graphical charts, descriptive statistical techniques such as mean, mode, standard deviation and also histograms, correlation and coefficient, simple regression analysis and residual analysis were used. To test the relationship between variables Pearson correlation technique analysis was used. Simple regression analysis was used to identify the degree of the impact of the independent variable on dependent variable was analyzed by using R square value. And also, it was found to be that there is a significant positive relationship between three independent variables which are Volume of the information, Depth of the information and Accuracy of the information and turnover intention. And Personal relevance of information of the model is insignificant. The present study would provide the direction to HR policy makers, employees, supervisors and to future researchers.

Keywords: *Realistic Job Information, Turnover Intention*

¹ Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [sajininimeshika5@gmail.com]

² Senior Lecturer, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [menaka@kln.ac.lk]