

Impact of Non-Financial Benefits on Employee Retention in Selected Manufacturing Organization in Sri Lanka

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The purpose of this study was to assess the impact of non-financial benefits on employee retention in selected manufacturing organization in Sri Lanka. This study was carried out as a quantitative explanatory research work. Further, the sample is selected using simple random sampling technique. This is a cross-sectional descriptive research and standard questionnaire was used to collect primary data through a survey. Questionnaires were distributed to a sample of 102 of labor level employees who are currently working in manufacturing organization. To analyze data, SPSS (Statistical Package for the Social Science) was used. To interpret data graphical charts, descriptive statistical techniques such as mean, mode, standard deviation and histograms, correlation and coefficient, simple regression analysis and residual analysis were used. To test the relationship between variables Pearson correlation analysis was used. Simple regression analysis was used to identify the degree of impact of independent variable on dependent variable. And it was found that there is a significantly moderate positive relationship between non-financial benefits and employee retention. Employee retention was the dependent variable and independent variables were job recognition, job autonomy, training and development and supportive environment. The present study would provide the direction to HR policy makers, employees, supervisors and to future researchers.

Keywords: *Employee Retention, Non-Financial Benefits, Job Recognition, Job Autonomy, Training and Development, Supportive Environment*

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