

Impact of Organizational Justice on Employees' Turnover Intention: Study amongst Generation Y Employees of ABC Company

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This study investigates the impact of Organisational Justice on Generation Y employees' Turnover Intention, of executive-level employees in an apparel company in Sri Lanka. In addition, this study goes on to evaluate the impact of distributive justice, procedural justice and interactional justice on turnover intention. There are no studies conducted under the same heading amongst Generation Y employees, especially amongst executive-level employees in the Sri Lankan context. This study explored the relationship and examined the influence of those variables amongst the sample population. This research is deductive research. This research was conducted using a survey research strategy adopting the quantitative research method. Executive-level employees of ABC Company were chosen as the population of the study. A google form was prepared to collect data from 174 Generation Y employees of ABC Company. Statistical Package of Social Science (SPSS) version 23.0 was used as the tool for data analysis; both descriptive and inferential statistics, namely correlation and regression were used to analyze data. The results show that Organisational Justice has a significant impact on Employees' Turnover Intention.

Keywords: *Organisational Justice, Employee Turnover Intention, Generation Y*

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