

Factors Effecting to Turnover Intention of Cabin Crew Employees in Sri Lanka

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The purpose of this research is to identify the factors effecting to turnover intention of Sri Lankan cabin crew employees. In addition to that, this study intends to contribute to identify what factors have high impact on turnover intention if cabin crew employees in Sri Lankan context. Although there is enough literature on how different factors like work life balance, work stress impact on cabin crew employee turnover intention in the western region. There is less research context in Sri Lanka to test the how those factors impact on turnover intention of particular employees special after COVID 19. This study explored the relationship and examined the influence of work life balance, work stress, occupational health, and job satisfaction those variables among cabin crew employees in Sri Lanka. This research is deductive (theory–testing) research. This research was conducted using a survey research strategy and quantitative research method. Cabin crews working for Sri Lankan airlines were chosen as the population of the study. The sample size was 274, data collection was done through a self-administered questionnaire and Convenience sampling technique. A Google form was created and distributed to collect data. The number of employees who responded was 160 among 383 employees. Statistical Package for Social Science (SPSS), version 23.0 was used as a tool for data analysis and both descriptive and inferential statistics, namely correlation and regression were used to analyze data. The results indicate that work life balance, work stress, occupational health and job satisfaction impact on turnover intention on cabin crew employees working in Sri Lanka.

Keywords: *Work life balance, Work stress, Occupational health, Job satisfaction, Turnover intention,*

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