

The Impact of on-The-Job Embeddedness on Turnover Intentions of Executive-Level Employees the Study of a Finance Company in Sri Lanka

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The purpose of this research is to identify the impact of on-the-job embeddedness on the turnover intentions of executive employees in a finance company in Sri Lanka. In addition, this study intends to contribute to filling the knowledge gap by assessing the impact of on-the-job fit, links and sacrifice on turnover intentions which are the dimensions of on-the-job embeddedness. Though there is enough literature on the turnover intentions of employees in various countries, less research can be found in the Sri Lankan context to test turnover intentions under updated concepts like on-the-job perspective, especially in finance sector employees which has one of the highest turnover ratios when compared to other sectors. This study explored the relationship and examined the influence of on-the-job embeddedness on turnover intentions of executive employees. This research is deductive (theory–testing) research. The research was conducted using a survey research strategy and quantitative research method. Executive-level employees at a finance company in Sri Lanka were chosen as the population of the study. The sample size was 152, data collection was done through a standard questionnaire and simple random sampling technique. A Google form was created and distributed to collect data. The number of employees who responded was 155 among 152 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 a high negative correlation between on-the-job embeddedness and turnover intentions of executive-level employees in a finance company in Sri Lanka.

Keywords: *On-the-job embeddedness, Turnover intentions, Fit, Links, Sacrifice, Finance company*

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