

Supervisors' Turnover Intention: A Study on Sri Lankan Garment Industry

H. M. A. Herath¹ and Anil Chandrakumara²

Employee's withdrawal behaviour affects organizational effectiveness. Withdrawal is the physical and / or psychological avoidance by employees of their workplace. (Pierce and Gardner, 2002). This study examines the impact of job satisfaction, organizational commitment, job involvement and perceived role stressors on managers' intention to leave their current jobs. A sample comparing 103 supervisors from 18 garment factories in the North Western province in Sri Lanka in the study. A structured questionnaire was used to collect data and it was supplemented by follow-up interviews with a randomly selected number of respondents. The study tests seven hypotheses using correlation and regression analysis. The findings indicate that intention to leave has negative relationships with job satisfaction and organizational commitment, while it has positive relationships with role ambiguity and role conflicts. Overall model accounted for 14% variation of intention to leave and suggests the importance of creating favorable job attitudes towards reducing role stressors and intention to leave or withdrawal attitudes of supervisors.

Key Words: Withdrawal behaviour, Job satisfaction, Negative relationship, Work environment

¹ Sabaragamuwa University, Sri Lanka, E-mail: Ecp99pkc@yahoo.com

²