

Factors influencing to the turnover intention of sewing machine operators in MAS Intimates Private Limited

J.K.L Dinushika and W.M.R.B.Weerasooriya

Department of Business Management, Faculty of Management Studies,

Rajarata University of Sri Lanka, Mihintale, Sri Lanka

Corresponding author: dinushikajayaweera@yahoo.com

Abstract

The study is concerning about the factors influencing to the turnover intention of sewing machine operators in MAS Intimates Private Limited. Turnover of skill labor is becoming a burden to effective and efficient functioning of production process in long term basis and it threaten for the overall quality of the product. Turnover has created many direct and indirect problems such as delaying delivery, heavy work load to the current employees, increase of damage and reworks, and high cost etc. The aim of this research was to determine whether there is a significant negative influence of job satisfaction and organizational commitment on employee turnover intention in MAS Intimates Private Limited. Employee turnover intension is the dependent variable of this study. This research considers job satisfaction and organizational commitment as the independent variables. This study uses quantitative methodology. A sample of 64 machine operators was selected and data were collected by using a structured questionnaire. Cronbach's Alpha and KMO and Bartlett's tests were used to measure validity and reliability of the questionnaire. Descriptive and inferential statistical techniques were used in data analysis. The inferential statistics that were used for the present study included the Pearson's Correlation analysis and multiple regression analysis. The results indicate that there is a statistically significant negative relationship between job satisfaction, organizational commitment and employee turnover intention. Therefore, the organization can take various measures such as improving financial benefits, welfare facilities and wages to influence on the turnover intention.

Keywords: *Job Satisfaction, organizational commitment, turnover intention.*