

Work Engagement Reducing Employee Turnover Intentions in Telecommunication Sector: The Moderator Role of Human Resource Development Climate between Work Engagement and Turnover Intentions

Authors : Pirzada Sami Ullah Sabri

Abstract : The present study examines the relationship between work engagement (WE) and employee turnover intentions (TI) in telecommunication sector using human resource development climate (HRDC) as a moderator. Based on 538 employees of telecommunication sector Hierarchal regression analysis is employed to examine the influence of HRDC on the relationship of work engagement and turnover intentions. The result indicates the negative correlation between work engagement and turnover intentions; HRD climate support as a powerful moderator increases the work engagement and lessens the turnover intentions. The study shows the importance of favorable and supportive HRD climate which foster the work engagement of the employees in the organization. By understanding the importance of human resource development climate and work engagement in reducing the turnover intentions can increase the productivity and performance of the organization.

Keywords : turnover intentions, work engagement, human resource development, climate, hierarchal regression analysis, telecommunication sector

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