

Did Nature of Job Matters - Impact of Perceived Job Autonomy on Turnover Intention in Sales and Marketing Managers: Moderating Effect of Procedural and Distributive Justice

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Abstract : The purpose of our study is to investigate the relationship between perceived job autonomy and turnover intention in sales & marketing staff. Perceived job autonomy is considered one of most studied dimension of Job Characteristic Model. But still there is a confusion in scholars about predictive role of perceived job autonomy in turnover intention. In line of more complex research on this relation, we investigated the relationship between perceived job autonomy and turnover intention. Did nature of job have any impact on this relationship. On the call of different authors we take interactive effect of perceived job autonomy and procedural justice on turnover intention. Predictive role of distributive justice to employee outcomes is not deniable. But predictive role of distributive justice will be prone in different contextual influences. Interactive role of distributive justice and perceived job autonomy is also not tested before. We collected data from 279 marketing and sales managers working in financial institution, FMCG industries, Pharmaceutical Industry & Bank. Strong and direct negative relation was found in perceived job autonomy, distributive justice & procedural justice on turnover intention. Distributive and procedural justice is also amplifying the negative relationship of perceived job autonomy and turnover intention. Limitation and future direction for research is also discussed.

Keywords : perceived job autonomy, turnover intention, procedural justice, distributive job

Conference Title : ICHRM 2015 : International Conference on Economics and Human Resource Management

Conference Location : London, United Kingdom

Conference Dates : May 25-26, 2015