

The Relationship between HR Disclosure and Employee's Turnover: Study on the Telecommunication Sector in Jordan

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Abstract : Human Resources are the individual skills, knowledge, attitude, capabilities and experience collected to produce wealth to the company. Human Resource disclosure is the process of involving, reporting, and sharing the Investments made in the Human Resources of an Organization that such as organizations short goals and objectives, employees creation value, training and development plan are presently not accounted for in the conventional accounting practices which is importance nowadays to reduce the employee`s turnover. For the purpose of the study 3 telecommunications companies in Jordan have been selected. Telecommunication industry has been chosen for this study since it is a successful sector in Jordan and Human resource disclosure practices were adopted in all the selected companies and companies was aware to the HR practices. The objective of the study is to find out the HR disclosures practices of the telecommunication Companies in Jordan and to find the relationship between the HR Disclosures practices and employees` turnover which has been measured by leaver proficiencies, remaining member proficiencies and the new comers proficiencies. The researcher has used the questioner to collect data for the research purpose. Results reveal that There are human resource disclosure practices in telecommunication companies in Jordan but in some areas only and has found There that there is a significant relationship between the human resource disclosure practices of the telecommunication companies in Jordan and Employees turnover. It is important to the companies to disclose more information and it`s important to the researchers to study the HR disclosure in the other industries in Jordan to increase the awareness about it.

Keywords : HR, disclosure, employee, turnover

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