

Examining the Impact of Training on Turnover Intention in Project-Based Organizations

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Abstract : The purpose of this paper is to find out the relationship between training and turnover intention in the presence of mediating variables promotion opportunities and job satisfaction among IT professionals in project based industry. It investigates the relationship directly between 1 independent variable training and dependent variable turnover intention. It also investigates the relationship between independent variable to the mediating variables and mediating variables to the turnover intention. Promotion opportunities and job satisfaction act as a mediator. The study sample comprised of 186 IT professionals from Pakistan, who work on different IT projects. Linear regression and Baron and Kenny approach were used to test the direct and mediated relationship between variables. The survey results demonstrated that job satisfaction fully mediate the relationship between promotion opportunities and turnover intention. Promotion opportunities fully mediate the relationship between employee training and job satisfaction. Promotion opportunities and job satisfaction mediates the relationship between training and turnover intention. The findings from the collected data may help top management to improve organizational strategies to cope up with improving different HR practices like training, pay structure and promotions in order to retain their workforce.

Keywords : HCT, SET, career growth opportunities, job satisfaction, training, turnover intention

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