

DIFFERENCES OF EMPLOYEE TURNOVER INTENTION IN TERMS OF INDIVIDUAL CHARACTERISTICS: WITH SPECIAL REFERENCE TO OPERATIONAL LEVEL EMPLOYEES IN APPAREL INDUSTRY OF AMPARA EXPORT PROCESSING ZONE

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ABSTRACT

The study has been focused for identify the difference of turnover intention in terms of individual characteristics of operational level employees in apparel industry of Ampara export processing zone. Turnover intention is employees leaving the organization and always it has become a major problem in the apparel industry. Organizational, individual, and other factors influence on turnover of the employees in apparel sector. This study expects to analyze the difference of degree of employees' turnover intention based on individual characteristics such as age, gender, marital status, educational level and job tenure. In this study, the sample consisted with 110 operational level employees in apparel industry of Ampara export processing zone. A self-developed questionnaire was used to collect primary data. In findings, evidence significantly support for conclude that there is a moderate level of degree of employee turnover intention in terms of individual characteristics. Further, findings conclude that there is no any significant difference of degree of employees' turnover intention in terms of age, gender and job tenure levels while findings conclude that there is a significant difference of degree of employees' turnover intention in terms of marital status and educational levels

Keywords: Individual Characteristics, Turnover, Turnover Intention, Apparel Industry