

Impact of Work Life Conflict on Turnover Intention (Special Reference to Software Engineers in IT industry Sri Lanka)

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Information Technology industry is an important industry which can provide more economical value to Sri Lanka and these firms are in a need of strong strategy in order to retain talented employees. Therefore managers have to give a big attention to retain their employees. Work life problems and family life problems are the major causes to leave the organization. Hence this study assessed the relationship of work life conflict and turnover intention among software engineers in Sri Lanka. This study empirically evaluated two work life dimensions (Work interference with Family conflict and Family interference with work conflicts) and their impact on turnover intention. The sample consisted of one hundred software engineers in Information Technology industry Sri Lanka. Primary data was gathered through an adopted questionnaire by the investigator. The research findings revealed that work life conflict was higher positively associated with turnover intention. Family interference with work was the key driver which has influenced on turnover intention of software engineers in industry. Future research should be directed to study work life conflict on turnover intention in other types of sectors.

Keywords: Turnover intention, Work life conflict, Software engineers, Information technology industry