



IMPACT OF TRAINING ON TURNOVER INTENTION
(WITH SPECIAL REFERENCE TO OPERATIONAL LEVEL EMPLOYEES OF
STAR CATEGORY HOTELS IN COLOMBO DISTRICT)

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ABSTRACT

Turnover intention is one of the critical problem of Hotel industry in Sri Lanka. According to the current context of Hotel industry in Sri Lanka, the turnover intention is more important because the hotel sector is a high industrial employment generator and the high income earner. This study empirically evaluated the training impact on turnover intention through person job fit of the operational level employees in star rates hotels in Colombo District. The sample consisted of the hundred operational employees working in star rates hotels in Colombo. The data were gathered by administering questionnaires. The analysis exposes that there is a strong negative relationship between training and turnover intention and person job fit is partially mediate the relationship. Researcher found that the hotel industry should be taken appropriate strategies to develop the training base on the important factors that had been found by the study.

Key words: Training, Person job fit, Turnover Intention