

**IMPACT OF EMPLOYEE SATISFACTION AND
EMPLOYEE TURNOVER ON ORGANIZATIONAL
PERFORMANCE**

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ABSTRACT

Over the last two decades, awareness of managerial issues, the issue of employee turnover still exists in most of the organization throughout the world. In this context, this study was conducted to find the employee satisfaction, employee turnover and the impact of satisfaction and turnover in the performance. The data engaged to analyze the satisfaction and turnover in the employee performance were obtained through a questionnaire that was conducted from 60 employees in J. V. Gokal Ceylon Pvt. Ltd. The major findings of the study indicated that, p value of the overall model is 0.000, therefore overall model is significant for satisfaction, turnover and employee performance, and also all the dimensions of satisfaction and turnover were identified as significant.

Key words: Employee satisfaction, Employee turnover, Employee performance