

## **Impact of Employee Engagement on Turnover Intention**

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Turnover intention is one of the critical problems of apparel industry in Sri Lanka. According to current context of Apparel industry in Sri Lanka, diminish the turnover intention is more important because the apparel sector is the highest industrial employment generator and the highest foreign exchange earner. This study empirically evaluated the three dimensions of employee engagement (Goal setting, Job autonomy and Role benefits) and impact on the Turnover intention of the operational level employees in apparel companies in Katunayake Export Processing Zone. The sample consisted of one hundred and ten operational level employees working for 22 garment factories in Katunayaka Export Processing Zone. The data were gathered by administering questionnaires. The findings exposes that there is a strong negative relationship between the employee engagement and turnover intention. Further results were implied that effect of Role Benefits on Turnover intention is higher than other relationships. Researcher found that the apparel sector companies should be taken the appropriate strategies to develop the current context base on the important factors that had been found by the study.

Keywords: Employee engagement, Turnover intention