

Determinants of Turnover Intention of Officers in Charge: A Case Study of Kurunegala Plantations Limited

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In modern day agriculture, employee turnover has become one of the major problems causing a challenge to very sustenance of agriculture sector in Sri Lanka. Therefore, finding what causes the employees to leave the sector is utmost important in making policy decisions. Hence, this study explores the determinants of turnover intention of Officers in Charge in one of the government owned Plantation Company in Sri Lanka. The data for the study were collected from all the 72 Officers in Charge in the company through a questionnaire. The data were analyzed using Descriptive Techniques and Logistic Regression. The results revealed that monetary rewards and additional benefits to employees, satisfaction with human resource management practices and satisfaction with job reduce the turnover intention. Our results further suggest that young married Officers in Charge with prior job experience, having other income sources, whose residences are located in faraway places from the company, tend to leave the job. The study recommended that the organizations' human resource management should apply strategies such as to create conducive job environment, improve housing facilities and infrastructure facilities within workplace, supply necessary tools for field work, supply adequate space and appropriate equipment to perform duties, support for employee personal life balance, offer employee reward programs, produce proper job description and develop a succession plan to get promotions to reduce Officers in Charge turnover.

Keni'ords: Job satisfaction, Logistic regression, Turnover intention