



**THE IMPACT OF EMPLOYEE
TRANSFORMATIVE LEARNING ON THEIR
FUTURE RETENTION “ROLE OF CAREER
SATISFACTION”**

(With special reference to hotel industry in Galle district of Sri Lanka)

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ABSTRACT

Tourism industry is one of the largest industries in Sri Lanka and it provides so many benefits for employees as well as the country in many ways. Employees' transformative learning is very important factor to retain the employees when considering about the hotel industry in Sri Lanka. It means, every organization wants to enhance their success through their employees. The employees' behavior towards the organization is a crucial factor for that. When the employees have positive attitudes and reactions towards the organization, the organization easily can achieve their overall goals and objectives. Transformative learning means the employees interpretation of the experience creates meaning, which leads to change in the behavior, mindset and beliefs. When considering Organizational Learning Culture, it creates opportunities for employees to change their minds regarding the organization. Then the organization can enhance the employee retention. In Sri Lankan hotel industry, the employees' duty is in a higher position. And also there are some practices regarding transformative learning within those hotels sector. Therefore, the researcher has focused on this study to understand the Impact of transformative learning on employee retention under the mediating role of career satisfaction.

The researcher has focused to accomplish four objectives with regards to the problem of this study and hypothesized four basic hypotheses according to those research objectives in order to accomplish them. The population of the study was all middle level employees in hotel sector in Galle District. According to the methodology, the sample was 90 employees and it has been taken from 10 three to five star hotels in Galle District. Moreover, data were gathered from self-administered questionnaires. Furthermore, the researcher has used IBM SPSS software to analyze data and descriptive statistics, correlation coefficient analysis, simple regression, multiple regression and Sobel test were used as data analysis methods. Finally the researcher identified that the impact of transformative learning on employee retention under the mediating role of career satisfaction and that there is a positive relationship between those variables with the presence of the mediator.

Key Words- *Transformative Learning, Employee Retention, Career Satisfaction*