

**DETERMINANTS OF TURNOVER INTENTION OF  
OFFICERS IN CHARGE: A CASE STUDY OF  
KURUNEGALA PLANTATIONS LIMITED**

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## ABSTRACT

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 attempts to explore the determinants of turnover intention of Officers in Charge in one of the government owned plantations 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 reveal that Monetary Rewards and Additional benefits to employees and satisfaction with Human Resource Management practices and Job reduce turnover intention. Our results also suggest that young married Officers in Charge with prior job experience and having other income sources whose the residences are located in faraway places from the company tend to leave the job. The study recommended that strategies such as creating conducive job environment, improving housing and infrastructure facilities within work place, supply adequately necessary tools for field work, providing with adequate space and appropriate equipment to perform duties, giving support for employee personal life balance, offering employees with rewards, providing proper job descriptions and developing a succession plan to get promotions should be implement to managing human resources and reduce employee turnover.

*Keywords:* Turnover Intention, Job Satisfaction, Logistic Regression