



**FACTORS AFFECTING EMPLOYEE TURNOVER  
INTENTIONAT AITKEN SPENCE SHIPPING LTD**

**By**

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## ABSTRACT

The purpose of this study is to investigate the impact of factors affecting employee's turnover in the Aitken Spence Shipping Ltd in Sri Lanka. Mainly quantitative research methods were used, and the study involved 175 employees of Aitken Spence Shipping Ltd as the research sample. A likert type standard questionnaire was involved in the collection of primary data. The study applied five independent variables as the factors affecting for turnover intention as 'work stress', 'compensation' 'work-life balance' 'organizational commitment' and 'career management'. The data analysis was conducted through various statistical analysis methods, such as correlation, regression analysis and step wise regression analysis, after determining the preliminary assumptions. The major findings show that, except work stress other all four factors are negatively correlated with turnover intention. In respect to the regression analysis found that decrease in work-stress leads to decrease in employee turnover intention by 67.9 %. Similarly, compensation leads to decrease in employee turnover intention by 22.9 %, work-life balance contribute by 31.2 % and career management contribute by 13.9 %. In contrast, the organizational commitment found that it has no impact on turnover intention. Also, step-wise multiple regression determined that work-stress is the highest impacted factor on turnover intention. The study recommends the company to ensure a competitive and adequate compensation package after investigating the business environment, to develop a well-defined career trajectory for its employees, to identify specific stressors in the workplace and implicate necessary arrangement, employee to offer flexible work options to enhance work-life balance and regularly assess the effectiveness of work-life balance initiatives through employee feedback, surveys, or focus groups. The study contributes to the literature by examining the impact of factors affecting employee turnover intention by local and international context. Finally, to help in advancing the existing knowledge by identifying gaps and areas where further investigation, future research directives were given.

**Key Words:** *Career management, Compensation, Organizational Commitment, Turnover Intention, Work-Life Balance, Work Stress*