

**The Linkage between Organizational Commitment and Employee Turnover Intention
with Special Reference to Generation Y of ABC Holdings (Pvt) Ltd.**

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Abstract

A committed workforce is the greatest asset that drives organizations to success while preventing them from failures. The generation Y workers are the future generation employees and most of them are the least committed to retaining with the same organization during their career when compared to those preceding generations. The aim of this paper focuses on the general problem that addresses turnover intention of agency staff and the gap of organizational commitment of this company which keeps employees from performance and productivity. The main purpose of this study is to investigate the relationship between organizational commitment and turnover intention with a special reference to generation Y workforce in ABC Holdings (Pvt) Ltd. This research approach was quantitative, with a cross-sectional survey design. A systematic questionnaire was used to collect data. The questionnaire was shared with all three agency departments in ABC Holdings (Pvt) Ltd. No sampling was considered as the researcher had approached a complete enumeration with 100 employees. With the aid of SPSS, primary data was analyzed employing the data tool, correlation. As a result, the researcher claimed that there is a strong negative relationship between the turnover intention and organizational commitment with agency staff. According to the results, the generation Y workforce have no committed intention to remain in this organization and they feel that 'job hopping' is a trend these days and seek external job opportunities. The study findings indicate that top management attention is essential to create a strong organizational commitment. In this strategy, employee engagement as well as employee wellbeing and productivity are concerns to minimize possibilities for employee turnover intention.

Keywords: *Employee turnover intention, organizational commitment, generation y*

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