

## **The Relationship between Pressure on Employees' Social Life and Retention Intension: Moderating Effects of Age Group and Gender**

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In a modern organizational culture employee pressure on social life is a silent area that affects to major decisions of an employee. Many researchers investigated social life pressure in various contexts other than employment. Hence, the major aim of the present study is to investigate the relational interaction among pressure on social life of employees' and retention intension with the moderating effects of age and gender. Further, specifically to provide the directions to the organization about addressing issues of employees' social life. The primary data was collected from 160 employees working in public and private sector organizations in western province, Sri Lanka at the convenience of the researcher by using a standard questionnaire that was distributed via printed on paper. The valid data was analyzed with the support of SPSS drawing correlation, regression and descriptive statistics. It is found that positive moderate relationship between pressure on employees' social life and retention intension. Moreover, age and gender significantly controls the impact of pressure on employees' social life on retention intension. The present study would provide the directions to HR policy makers, employees', supervisors and future researchers.

***Keywords:*** *Pressure on Employees' Social Life, Retention Intension*

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