

Impact of Occupational Stress on Turnover Intention: Study of Female Machine Operators in XYZ Garment Factory

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This research aims to identify the impact of Occupational Stress on Employee Turnover Intention in the workplace. In addition to that, this study intends to contribute to filling the knowledge gap by looking into the relationship between Occupational Stress and Turnover Intention. Although the between Occupational Stress and Turnover Intention is established in western literature, very few studies have examined these with employee Turnover Intention in the Sri Lankan context, especially in the apparel industry and in female machine operators. This study explored the relationship and examined the influence of those variables among operational-level employees who work in a garment factory in Sri Lanka. This research is deductive (theory–testing) research. This research was conducted using a survey research strategy and quantitative research method. Female machine operators of XYZ garment factory were chosen as the population of the study. A simple random sampling technique was used to calculate the sample size. Accordingly, the sample size was 248 observations and used primary data as a data source; data collection was done through a standard questionnaire. A Google form was created and distributed to collect data. The number of employees who responded was 176 & 168 responses were considered after discarding. Statistical Package for Social Science (SPSS), version 23.0 was used as a tool for data analysis and both descriptive and inferential statistics, namely correlation and regression were used to analyse data. The results indicate that Occupational Stress positively impacts Employee Turnover Intention.

Keywords: *Apparel Industry, Occupational stress, Turnover Intention*

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