

Impact of Perceived Organizational Support on Turnover Intention: The Mediating Role of Employee Engagement

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The main objective of the study was to examine the effect of perceived organizational support on turnover intention through employee engagement. The research approach is deductive, and data were collected from 281 employees using a survey. Data were analyzed using multiple linear regression with the aid of Process for SPSS (version 4.2). The results of this study showed that there is a significant positive effect of organizational support on employee engagement, there is a significant negative effect of the employee engagement on turnover intention, there is a significant negative effect of the perceived organizational support on turnover intention and there is a negative mediating effect of the employee engagement on the relationship between turnover intention and perceived organizational support. Moreover, employee engagement partially mediated the relationship between turnover intention and perceived organizational support. Thus, all hypotheses were accepted. Theoretical and practical implications are discussed. The main limitation of this study is data collection was limited to one point in time.

Keywords: *Turnover Intention, Perceived Organizational Support, Employee Engagement, Sri Lankan Insurance Sector, Sales Employees*

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