The Contribution of HRMS on Employee Retention in IT Organizations in Sri Lanka

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Abstract

It is expected to examine whether HRMS support to increase the employee retention rate while reducing the employee turnover and the study is associated with set of IT companies in Sri Lanka. Inductive research approach considering its characteristics and features is used in this study. This research tries to finding out the knowledge gaps and tries to understand the contribution of HRMS on employee retention and its impact to organizational performances. However, it is focused on few major IT companies named as Virtusa and John Keells in Sri Lanka. The research will continue as an explanatory and deductive research. Primary data collection method is the method of data collection and survey strategy is followed which is quite match with this particular study. It is decided to follow non probability sampling technique with simple random sampling method. Thirty employees are considered as the sample size and fifteen of each is selected from Virtusa and John Keells Computer Services. A questionnaire is prepared which contains open-ended and close-ended, includes all forms of questions such as rating, ranking, category and etc. However, most of results of this research will be more qualitative since HRMS is more deals with qualitative performances. But through above questions, the answers will convert to quantitative. However, this research will create benefits for IT industry in Sri Lanka and will provides benefits for retaining employees and enhancing organizational performances.

Keywords: Employee Retention, Employee Turnover, HRMS