

RARE

**IMPACT ON STAFF MOVING FROM OPENARC SYSTEMS
MANAGEMENT (PVT) LTD**

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ABSTRACT

High Employee moment is detrimental to the success of any business especially in organizations where their success and level of productivity solely depends on their employees. This study identifies the factors responsible for moment intention of workers in a software company. It also explored and identified the relationship between moment intent, pay, job satisfaction and relationship with supervisors as empirical literature suggests its influence on employee moment.

The findings identified that pay level, delayed wage, length of break, benefits, and lack of recognition had a negative impact on moment intention while factors such as motivation, Remuneration, work environment and Management style was found to have little or no effect on the moment of workers. It further identified the relationship between age and moment intention as negative. Based on the findings, recommendations were proposed to address the most important factor identified.