

The Impact of Perceived Satisfaction of Organizational Climate on Intention to Retain of Nursing Staff in a Leading Hospital in Sri Lanka

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Due to the rapidly changing business environment, talented employees are essential to combat the competitive edge successfully. Even though many more years have passed, organizations continually focus on sustaining labour resources. The extant literature has sufficiently elaborated on the causes of keeping workers in different contexts. Still, more attention needs to be drawn to their intention to stay with a company due to their satisfaction regarding the climate of work premises in the Sri Lankan context. Thus, the present study attempts to assess the impact of perceived satisfaction of organizational climate on intention to retain with special reference to a leading hospital in Sri Lanka. The study uses quantitative research. The primary data were collected using a standard questionnaire, and data were collected via an online questionnaire. A simple random sampling technique was used as the sampling technique and followed the cross-sectional method. 118 nursing staff in a selected hospital was selected as the sample respondents. Statistical Package for Social Sciences (SPSS) was used to conduct all the statistical analyses relevant to the study. The goal of the study is to test concepts known from theory using new empirical data; hence the study adheres to a deductive research approach. Building on the findings of this research, it is found that there is a significant impact of perceived satisfaction of organizational climate on the retention intention of employees. Therefore, it is recommended that employers and other relevant parties strategically innovate ideas to enhance employee intention to retain by facilitating a favourable, healthy organizational climate that enriches labourers' satisfaction. Moreover, the study's findings are expected to be more significant for managers, employees, industrial psychologists, future researchers, hospitals, and the entire healthcare industry. Furthermore, it is recommended to conduct subsequent studies in various sectors by considering other affected organizational climate factors in different employment groups by expanding into a large sample.

Keywords: *Employee intention to retain, Perceived satisfaction of organizational climate, Human relation, Internal Process*

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