

Impact of Workplace Harassment on Employee Turnover Intention: Study of Employees in Sri Lankan Army

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A main existing challenge for the most organization is to retain employees within their organization. In the current scenario, Sexual and Racial harassment have been significant factors that affect employee turnover. Therefore, considering sexual harassment and racial harassment as independent variables and employee turnover intention as the dependent variable, this study is being conducted to determine, “How workplace harassment impact employee turnover intention in Sri Lanka Army?” The data for the research was collected from the soldiers of the Sri Lanka Army. The total population is whole soldiers in Sri Lanka Army. Among them, chosen sample is one hundred and sixteen soldiers. When selecting the specific sample from the population, the simple random sampling method was used. Primary data for the current study was gathered through a Likert scale questionnaire, whereas secondary data collected through a literature review of previous studies. This research study is intended to identify whether Workplace harassment can impact employee turnover intention of soldiers in the Sri Lanka Army. Therefore, to determine the relationship between the independent and dependent variable, Pearson Correlation and Regression Analysis methods were employed. The findings revealed a weak positive relationship between sexual and racial harassment with turnover intention. Accordingly, essential rules and regulations should be implemented to ensure security within the workforce.

Keywords: *Employee turnover intention, Racial harassments, Sexual harassments, Workplace harassments*

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