

Perceived Organizational Career Management and Turnover Intention: A Parallel Mediation Model of Psychological Empowerment and Career Satisfaction

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The employee's turnover intention during the projects has become a primary concern in the service sector, affecting the triple constraint of the projects. There are several reasons for turnover intention, but lack of proper career growth and low intrinsic task motivation can be core reasons for the high turnover intention in project employees. The growing literature on turnover intention suggested examining its antecedents. Several factors can reduce turnover intention. Perceived organizational career management is one of the key elements that will help to decrease turnover intention as it is essential for employees' career growth. Existing studies have specifically thrown light on how organizational career management impacts employee's turnover intention. However, there is still a need to examine other underlying mechanisms to better understand this relationship. Employing the lens of social exchange theory, the current study examines the effect of perceived organizational career management on turnover intention directly and via psychological empowerment and career satisfaction as parallel underlying mechanisms. A cross-sectional study design was used to collect online data via a Google Form, and data was collected from 156 employees of the service sector of Pakistan. Data was analyzed using SPSS 21, Hayes PROCESS macro model 4 for parallel mediation. The results show that there is a negative relationship between perceived organizational career management and turnover intention. Also, the study's outcomes illustrate that psychological empowerment and career satisfaction partially mediates perceived organizational career management and turnover intention relationship. Consequently, we posit that career management in an organization will reduce employee's intent to leave their jobs in the service sector. Psychological empowerment and career satisfaction of employees will be also helpful in lowering employees' turnover intention. Organizations should arrange professional training and mentoring sessions and can also use motivational tools, i.e. rewards and appreciations, to enhance psychological empowerment and career satisfaction, which reduces employee's intent to leave the organization.

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