

Impact of Quality of Work Life on Employee Intention to Stay with the Mediation Effect of Career Commitment

Madushan S. C. S.¹

The purpose of this research is to investigate the impact of quality of work life (QWL), on career commitment and the intention to stay in a leading finance company in Sri Lanka. Although the relationship between quality of work life, career commitment, and intention to stay has been established in Western literature, very few studies have examined these within the Sri Lankan context, especially in the financial service providing industry. This study explored the above relationship using a sample of operational level employees who work in a leading financial service providing company in Sri Lanka. This research is a deductive (theory –testing) research. The study was conducted adopting the survey research strategy and quantitative method. Simple random sampling technique was used to select the sample. Accordingly, primary data were collected through a self-administered questionnaire from the sample. A Google form was created and distributed for data collection. The sample size of the study is 125. Statistical Package for Social Science (SPSS), Version 23.0 was used for data analysis and correlation and regression analyses were used to test hypotheses by analysing data. The results indicated that quality of work life has a significant direct impact on intention to stay with the mediation effect of career commitment.

Keywords: *Career commitment, Financial service providing industry, Intention to stay, Quality of work life, Sri Lanka*

¹ Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [chamithmadushan90@gmail.com]