

THE IMPACT OF THE JOB STRESS ON EMPLOYEE TURNOVER INTENTION OF NON-MANAGERIAL EMPLOYEES

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Today many organizations have confronted with a higher replacement cost of employees due to a higher level of employee turnover. The job stress is one of the major setback which tremendously influencing on this problem. Stress can be influenced either positively or negatively. Some new work situations can bring positive excitement, while others are very threatening and may result in a high level of anxiety. Stress may lead to some psychological symptoms, physiological symptoms and some behavioral symptoms and the employee turnover is one of the major behavioural symptoms thereof. This study attempt to identify the impact of job stress on employee turnover intention. It examines the stress on work overload, task demand, roll conflicts, structural weaknesses, poor work relationships and the turnover intention in terms of self perceived turnover intention and other's perceived turnover intention among non-managerial employees in the garment manufacturing industry in Sri Lanka. Data were collected from a sample of 240 employees through a structural questionnaire and Pearson's co-relationship of co-efficient, frequency percentage analysis and the descriptive statistics were used to analyze the data. Stress showed a significant impact on the turnover intention and indicated higher positive relationship as a whole. The implications of these findings with the recommendations fro future research about the impact of job stress on employee turnover were discussed.

Key words: Stress, Stressors, Turnover intention, Non-managerial employees, Garment Manufacturing Industry