TO EXAMINE THE IMPACT OF TRAINING AND EDUCATION ON EMPLOYEE TURNOVER INTENTIONS

By

MAHNOOR KHAN
32570

A thesis submitted to the Business Studies Department, Bahria Business School,Bahria University Karachi Campus, in partial fulfillment of the requirements for MBA Degree

Fall, 2020

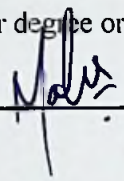
BUSINESS STUDIES DEPARTMENT

BAHRIA BUSINESS SCHOOL

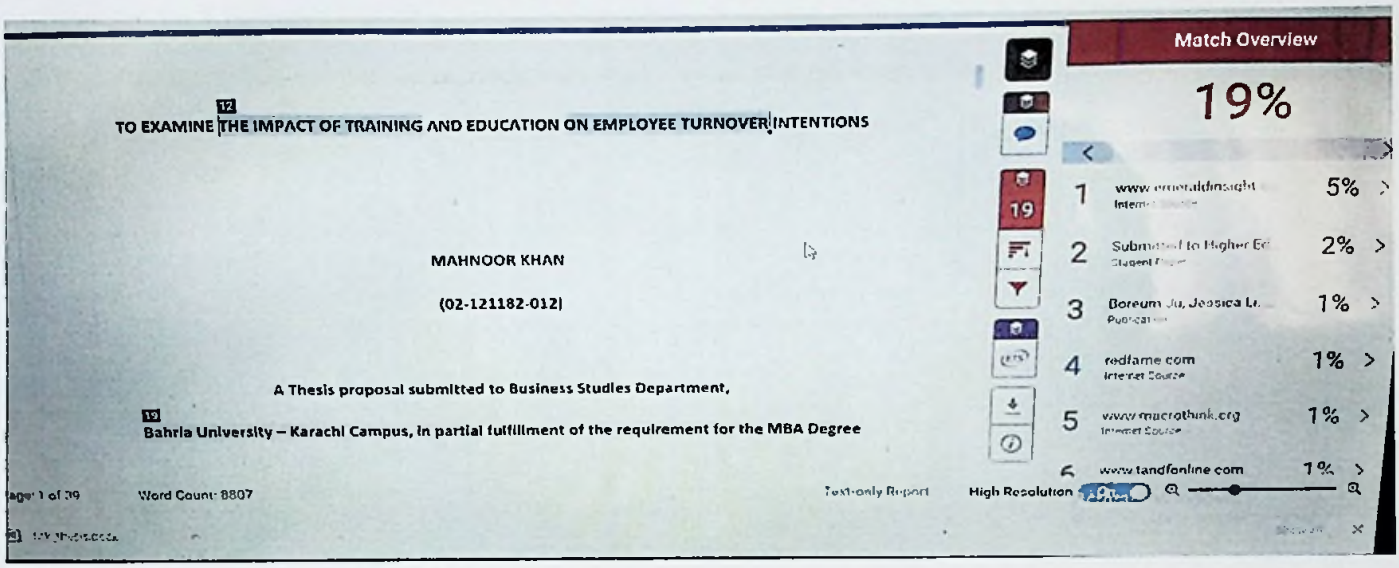
Bahria University Karachi Campus

Declaration of Authentication

I, hereby, declare that no portion of the work referred to in this thesis has been submitted in support of any application for another degree or qualification of this university or any other institution of learning.

Student's Signature: 

TURNITIN SIMILARITY REPORT



ACKNOWLEDGEMENT

I owe my thesis to the Name of Allah, who is the Most Merciful, all praise is to Allah, who is the Creator of the worlds; and prayers and peace be upon Mohamed (SAW), the messenger. First and foremost, I must acknowledge my all thanks to Allah.

I am grateful to my supervisor MR. Salman A Khan and Sir Zeeshan Ali, who have always been kind during all phases of the research, and I highly value their valuable time and efforts.

I also would like to express my gratefulness to my spouse for his great support he provided me throughout my life and particularly through the process of pursuing this master degree. Because of his unconditional love and support, I have been able to complete this thesis.

Last but not the least; I owe a warm gratitude to our university for giving us this great chance to complete this thesis in this pandemic situation where I was able to work with complete dedication and support from the teachers and supervisor who managed to provide their great support and time in this critical time of COVID 19.

ABSTRACT

Purpose: This study has been conducted with a purpose to examine the impact of training and education on employee turnover intentions in Pakistan with an understanding of its ultimate impact on their commitment with their respective organizations.

Methodology & Design: In this investigation, quantitative research approach has been adopted to empirically elaborate focused area of research. Furthermore, primary data has been used during current investigation to collect data from targeted population of Karachi city using convenience sampling techniques and survey method for data collection. In addition, empirical investigation has been adopted to determine the impact of selected independent variables on dependent variable. A linear-regression analysis is used to examine the associations among training, education, their sub-variables and turnover intention.

Limitations: This study has confronted to human resource, financial and knowledge based constraints. The research is constricted by its sample and by a subjective self-assessment scale.

Recommendations: This investigation is proposed to be valuable for HR professionals to develop related training programs and educational programs to reduce employee turnover and retain highly talented employees.

Keywords: on-the-job training, off-the-job training, distance training, Karachi, turnover intention, over-education, education-job match, skills –job match.

TABLE OF CONTENTS

Table of Contents

1.1 INTRODUCTION:.....1

1.2 BACKGROUND INFORMATION:.....3

1.3 PROBLEM STATEMENT:.....5

1.4 RESEARCH OBJECTIVE:.....6

1.5 RESEARCH QUESTIONS.....7

1.6 SCOPE OF THE STUDY:.....7

1.7 RESEARCH SIGNIFICANCE:.....7

1.8 ORGANIZATION OF THESIS:.....9

2.1 INTRODUCTION TO LITERATURE REVIEW:.....10

2.2 SUMMARY OF LITERATURE REVIEW:.....17

2.3 THEORATICAL FRAMEWORK:.....18

2.4 CONCEPTUAL FRAMEWORK:.....20

3.1 INTRODUCTION TO RESEARCH METHODOLOGY:.....21

3.2 RESEARCH PURPOSE:.....21

3.3 RESEARCH APPROACH AND TYPE:.....21

3.4 RESEARCH DESIGN:.....22

3.5 RESEARCH POPULATION:.....23

3.6 SAMPLE SIZE & SAMPLING TECHNIQUE:.....23

3.7 RESEARCH INSTRUMENT:.....24

3.8 DATA COLLECTION:.....25

3.9 DATA ANALYSIS METHOD:.....25

4.1 RESPONDENT PROFILE:.....26
4.2 RELIABILITY ANALYSIS:.....26
4.3 HYPOTHESIS TESTING:.....27
4.4 SUMMARY OF HYPOTHEIS TESTING:.....31
5.1 DISCUSSION:.....32
6.1 RECOMMENDATIONS:.....34
6.2 LIMITATIONS OF THE RESEARCH:.....35
6.3 FUTURE RESEARCH:.....35
6.4 CONCLUSION:.....36
REFERENCES:.....37
APPENDIX:.....41
TIMELINE OF THESIS:.....44