



**THESIS: IMPACT OF HR PRACTICES ON  
EMPLOYEE TURNOVER**

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**ABSTRACT**

This thesis is on studying the impact of HR Practices on Employee Turnover in the IT (Information Technology) industry of Pakistan. The frame work is consisted of two dimensions of each variable. Our independent variable is HR PRACTICES and dependent is Employee. The dimensions taken under HR Practices are Workplace Learning and Compensation where as dimensions taken under Employee Turnover is Organizational Commitment and Job Satisfaction. The survey was conducted in the city of Islamabad and data was collected from the employees of three organizations, namely TEOCO, TROVICORE, and AXPROZ. The sample size of this research is 50 in which we have 28 males and 22 females. After collecting the data we applied correlation and regression to find out the relation between above given HR Practices and Employee Turnover. It is found after the research that workplace learning and compensation positively impacts the turnover intentions of the employees, hence, organizations that are included in the IT sector need to provide better learning opportunities and fair compensation packages. This research is for the IT industry of Pakistan and we cannot fully generalize it to other sectors. At the end of this research few recommendations and limitations of the research are presented.