

**THE IMPACT OF ORGANIZATIONAL CLIMATE AND JOB FACETS ON
TURNOVER INTENTIONS:
AN EMPIRICAL STUDY OF FACULTY MEMBERS IN HIGHER EDUCATIONAL
INSTITUTIONS OF PAKISTAN**

By

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Dedication

I would like to dedicate my thesis to my beloved mother Salma Bashir & father Bashir Ahmed, the strong and gentle souls. All I am I owe to my parents. I attribute all my success in life to the moral, intellectual and physical education I received from them.

TABLE OF CONTENTS

Title Page	i
Approval Sheet.....	iii
Submission Form of Thesis	iv
Declaration of Authentication	v
Acknowledgement	vi
Dedication	vii
List of Tables	xii
Abstract	xiii
Chapter 1: Introduction.....	2
1.1 Background of the Study.....	1
1.2 Statement of Research Problem	3
1.3 Objectives of the Study	5
1.4 Research Questions	6
1.5 Overview of Research Methodology.....	6
1.6 Scope of the Study.....	6
1.7 Significance of the Study	7
1.8 Structure of the Work	7
Chapter 2: Literature Review.....	9
2.1 General Overview	9
2.2 Employee Turnover.....	11
2.2.1 Impacts of Employee Turnover	12
2.2.2 Occupational Mobility and Turnover in Academia	13
2.3 The Concept of Turnover Intentions	17
2.4 Job Satisfaction	18
2.4.1 Job Satisfaction and Employee Turnover	19
2.4.2 Determinants of Job Satisfaction	20
2.5 Herzberg’s Two Factors Theory	21
2.5.1 Motivating Factors.....	22
2.5.1.1 Promotional Satisfaction	24

2.5.1.2 Remuneration/ Benefits Satisfaction	25
2.5.1.3 Recognition/ Respect	26
2.5.2 Organizational Climate	29
2.5.1.1 Psychological Autonomy	31
2.5.1.2 Job Stress	33
2.5.1.3 Social Support	34
2.6 Summary	35
Chapter 3: Theoretical Framework	37
3.1 Operationalization of Variables	37
3.2 Development of Hypotheses	39
3.3.1 Relationship between Job Satisfaction and Turnover Intentions	39
3.3.2 Relationship between Motivational Factors and Turnover Intentions	40
3.3.2.1 Remuneration/Benefits and Turnover Intentions	40
3.3.2.2 Promotion Satisfaction and Turnover Intentions	41
3.3.2.3 Recognition and Turnover Intentions	42
3.3.3 Relationship between Hygiene Factors and Turnover Intentions	43
3.3.3.1 Psychological Autonomy and Turnover Intentions	43
3.3.3.2 Social Support and Turnover Intentions	43
3.3.3.3 Job Stress and Turnover Intentions	44
3.3 Conceptual Model	45
3.4 Summary	46
Chapter 4: Research Methodology	47
4.1 Research Paradigm	47
4.2 Research Design	48
4.3 Unit of Analysis	49
4.4 Target Population	50
4.5 Sampling Method and Sample Size	51
4.6 Method for Data Collection	53
4.7 Research Instrument	53
4.7.1 Demographic Information Unit of Analysis	54
4.7.2 Turnover Intentions	54
4.7.3 Job Satisfaction	55
4.7.4 Psychological Autonomy	55
4.7.5 Social Support	55

4.7.6 Stress	56
4.7.7 Promotion Satisfaction	56
4.7.8 Remuneration	56
4.7.9 Recognition/ Respect	56
4.8 Data Collection Method	56
4.9 Data Analysis	57
4.10 Ethical Considerations.....	58
4.11 Summary	58
Chapter 5: Results Analyses and Interpretations	60
5.1 Response Rate	60
5.2 Socio-Demographic Profile of Respondents	61
5.2.1 Gender of Respondents	62
5.2.2 Teaching Experience of Respondents	62
5.2.3 Job Rank/Position of the Respondents.....	63
5.3 Scale Reliability Analysis	64
5.4 Descriptive Statistics of Variables	65
5.4.1 Descriptive Analysis of Turnover Intentions	65
5.4.2 Descriptive Analysis of Job Satisfaction	66
5.4.3 Descriptive Analysis of Autonomy.....	67
5.4.4 Descriptive Analysis of Social Support.....	68
5.4.5 Descriptive Analysis of Stress	69
5.4.6 Descriptive Analysis of Promotional Satisfaction.....	70
5.4.7 Descriptive Analysis of Remuneration	71
5.4.8 Descriptive Analysis of Recognition	72
5.5 Correlations	74
5.5.1 Correlations among Predictor Variables.....	74
5.5.2 Correlations among Outcome Variables.....	76
5.5.3 Correlations between Predictor and Outcome Variables.....	76
5.6 Regression Analysis	77
5.6.1 Result for Hypothesis 1.....	79
5.6.2 Result for Hypothesis 2.....	80
5.6.3 Result for Hypothesis 3.....	81
5.6.4 Result for Hypothesis 4.....	82
5.6.5 Result for Hypothesis 5.....	84

5.6.6 Result for Hypothesis 6.....	85
5.7 Discussion on Findings	86
5.7.1 Organization Climate and Turnover Intentions	86
5.7.2 Job Facets/Motivators and Turnover Intentions	86
5.8 Conclusion.....	87
Chapter 6: Conclusion.....	88
6.1 Revised Model for Turnover Intention.....	89
6.2 Contributions to Knowledge	89
6.3 Limitations of the Study	90
6.4 Implication for Future Research.....	92
Chapter 7: References	94
Appendix-1.....	116

LIST OF TABLES

Table 1: Gender of the Participants	62
Table 2: Years of Teaching Experience.....	63
Table 3: Job Rank/ Position	63
Table 4: Scale Reliability Analysis.....	64
Table 5: Descriptive Statistics of Turnover Intentions	66
Table 6: Descriptive Statistics of Job Satisfaction.....	67
Table 7: Descriptive Statistics of Psychological Autonomy.....	68
Table 8: Descriptive Statistics of Social Support	69
Table 9: Descriptive Statistics of Stress.....	70
Table 10: Descriptive Statistics of Promotional Satisfaction	71
Table 11: Descriptive Statistics of Remuneration	72
Table 12: Descriptive Statistics of Recognition.....	73
Table 13: Pearson Correlation Analysis	74
Table 14: Multiple Regression Results	78
Table 15: Multiple Regression Analysis: Remuneration & Turnover Intentions	80
Table 16: Multiple Regression Analysis: Promotional Satisfaction & Turnover Intentions	81
Table 17: Multiple Regression Analysis: Recognition & Turnover Intentions	82
Table 18: Multiple Regression Analysis: Autonomy & Turnover Intentions.....	83
Table 19: Multiple Regression Analysis: Social Support and Turnover Intentions	84
Table 20: Multiple Regression Analysis: Job Stress and Turnover Intentions.....	85

Abstract

The core objective of this research is to determine the influence of organizational climate and job motivational facets on turnover intentions on faculty members in higher educational institutes of Pakistan. The unit of analysis will be HEC (Higher Education Commission) recognized universities and degree awarding institutions. The target population is limited to the faculty members in these institutes. The sample size of this current study is 300 participants which will be drawn through random sampling. The present study follows a positivist paradigm and employs a mix of descriptive and explanatory research. Following a survey research approach, self-administered questionnaire is used as the sole instrument to collect the data from respondents. In order to test the hypotheses, SPSS software is used to run the descriptive statistics analysis, correlation analysis and multiple regression analysis on the collected data. The results of the present study indicate that the dimensions of organization climate specifically job stress and physiological autonomy possess strong association and are the major root cause of turnover intentions among participants. Also, job motivator, in particular, recognition is positively correlated with job satisfaction and absence of which enhance the quitting intentions. The results of this research will provide better understanding about turnover intentions of faculty members in higher educational institutions of Pakistan. The findings of the study will not only gives management the opportunity to cope with the turnover more efficiently, but also helps in improving standard of learning in higher educational sector of Pakistan.

Keywords: Turnover Intentions, Job Satisfaction, Organizational Climate, Job Motivational Facets