

FACULTY TURNOVER INTENTIONS AT BUSINESS INSTITUTES IN
TWIN CITIES



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Abstract

Employee retention is one of the most significant issues faced by organizations today. It is a strategic human resource management issue and needs to be addressed in an effective and timely manner. Employee retention cannot be addressed without the understanding of the reasons for Turnover. Turnover has many antecedents and the relationship between these antecedents actually determines the impact of each of these on actual turnover of an organization. This study examines the different factors that determine the turnover intentions and the relationship among these factors namely recognition, pay, work life policies and supervisory support with Turnover Intention. The industry under consideration comprises of the Business Schools in Rawalpindi/Islamabad, with focus on the recently observed high turnover trend among the faculty members of these institutions. Due to the limited pool of skilled faculty available, institutions are fighting to keep their best employees. Special attention is paid to these above defined factors related to faculty members and how much it impacts the turnover intention amongst this group of people. . Unfortunately, rare study has been conducted in Pakistan; therefore, this study may prove to be extremely beneficial for improving the relationship between faculty members and university administrators. This survey is used to draw conclusions about the relationship of these factors with turnover intentions and to prove that which factor has strongest effect and which has weak effect on turnover intentions.

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