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The Impact of Motivational Factors on Job switching
behavior of Employees: (Study of Banking Sector in
Islamabad)



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Bahria Institute of Management and Computer Sciences

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DEDICATION

I dedicate my thesis work to my family, companions and my instructor. An uncommon sentiment appreciation to my cherishing guardians, without their affection and support, the fulfillment of this paper was not possible. A special thanks to my parents as they supported and spurred me the most. I likewise dedicate this exposition to my companions who have supported me all through the procedure. I will reliably value all they have done for me. I commit this work and give unique appreciation to my instructor Ms. Talat Rehman for being there for me all through the whole semester.

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Ideally this will fill a decent aim and need.

Abstract

Today job switching from one place to another is one of the most important and the critical factor in the organizations. Employees currently fronting hostile working conditions tend to search for new jobs more frequently. Employee's switch their jobs due to many reasons i.e. lack of proper rewards/ recognition, poor working conditions, lack of supervision etc. Even when new salary offer is significantly higher, still bad management practices caused employees to look for other jobs, and that only after looking did they realize they could get more money and better treatment if they left. This paper will examine the potential role of adverse working conditions and rewards/recognition at the workplace in the determination of employees quit behavior. A very comprehensive survey is conducted in order to understand the relationship between job switching behavior of employees and lack of proper reward/recognition system and working environment conditions. So the results indicates that the proper reward or compensation system should be implemented and working conditions which include manager supervision, employees manager relations, culture of organization and environmental factors should be improved in order to reduce quits.