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**Impact of Human resource Practices on Employee Turnover  
Intentions with the Mediating Role of Organizational  
Commitment**



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## **Abstract**

The current research was designed to inspect the scope of HRM practices that may reason the employee turnover choice among the private and public organization of telecom sector in Pakistan. The public organization for analysis is U-fone while Telenor from private sector. The role of affective commitment as mediator in projected correlation was also examined. A total of 330 employees possessing different managerial role the private and public organization participated, completed and returned questionnaire which represented 100% response rate of the research work. Multiple regression analyses were employed to test hypothesis of the construct. The results of the research exposed that out of all independent variables named six HRM practices used in the study were established highly significant and the negatively related to the dependent variable turnover intention. The study also brought into being that affective commitment that mediates the proposed relationship between HRM practices and turnover intention has significant impact. Limitations and suggestions for future investigate are describe in the study.

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