



# **FACTORS AFFECTING EMPLOYEE TURNOVER INTENTION IN KARACHI SHIPYARD AND ENGINEERING WORKS**

**By**

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## Abstract

This study investigated the impact of factors including career opportunities, working environment, managerial support, rewards, and work-life balance on “employee turnover intention”, at Karachi Shipyard and Engineering Works (KS&EW). KS&EW has a unique significance in the country as it is undertaking a number of projects related to ship building and is, indeed, a complete ship-building and ship-repair industry. By adopting deductive approach, hypotheses were developed and a research instrument was prepared in the form of a well-structured questionnaire, on a Likert scale of 1 – 5. Quantitative data was collected from 110 respondents with the help of this questionnaire. The primary data was then treated by applying correlation and regression analysis statistical tools with the help of Statistical Package for Social Sciences (SPSS), version 22. The results have indicated a varying degree of influence of different determinants on employee turnover intention, in case of KS&EW. The study is considered to be highly useful for management of KS&EW in understanding the impact of different factors on employee turnover intention. Having known the comparative influence of different factors on employee turnover intention, the organization can take remedial measures to overcome the weak areas. The study can be equally helpful for the other big industrial organizations involved in manufacturing and repair work. Based on the weak areas identified through analysis, clear and pertinent remedial measures have been recommended to KS&EW to further reduce employee turnover intention.

**Keywords:** Career Opportunity, Working Environment, Rewards System, Management Support, Work-Life Balance, Turnover Intention

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