



# **CAUSES OF TURNOVER INTENTION OF EMPLOYEES WORKING ON PROJECTS AT PN DOCKYARD**

**A thesis  
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The faculty of  
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Of the Requirements for the  
Degree of MS Project Management**

**By**

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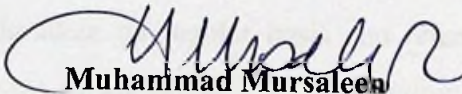
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## Abstract

The reason to conduct this research was to examine turnover intention of employees working in PN Dockyard based on 4 determinants. These determinants included career growth opportunities, managerial support, salary & rewards and work-life balance. Deductive approach was adopted and a well-structured questionnaire was prepared for obtaining views of employees from PN Dockyard. Research was purely based on primary quantitative data. The collection of data was made as per Likert scale of 1 to 5. For better representation of different projects, a total of 130 respondents were chosen who were working under various General Managers at PN Dockyard. The questionnaire was tested through the test of reliability 'Cronbach Alpha' to test internal consistency of the items. Findings of the study have reflected that Turnover Intention of employees working on projects in PN Dockyard depends on 3 determinants. i.e., 'Career Growth Opportunities', 'Managerial Support' and 'Salary & Rewards'. Further, one variable i.e., 'Work Life Balance' is found to be having no significant bearing on turnover intention of civilian staff. The outcome of the research is likely to help management of the Dockyard for further improving various measures to minimize the chances of turnover intentions of employees. Findings of the research shall also be useful for the industry for retention of employees for longer period in the organizations, especially project and matrix organizations, where various projects are undertaken on regular basis and retention of specialized work force is essential for the success of the projects. By employing various techniques and following recommendations of this research, it is believed that the organizations can motivate their employees and optimize loyalty among them.

**Key words:** Turnover Intention, Career Growth Opportunities, Salary & Rewards, Work Life Balance, Managerial Support.

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