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**"Impact of Personal Resources on Employee Turnover Intentions in the Telecom Sector of Rawalpindi and Islamabad"**



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## **Abstract**

The aim of this study was to investigate the impact of personal resources on employee turnover intentions in context of telecom sector of Rawalpindi and Islamabad. It also highlights various strategies and Human Resource Management Practices which can help to minimize these intentions. Personal resources refer to the capability of an individual to control his or her environment through his resilience, flexibility and ability to adapt to changing situations. In current competitive business environment, retaining the talented workforce has become a major challenge for organizations these days. In this regard, personal resources contribute to a great extent to minimize the intentions of employees to leave the organization in near future. However, a very limited concentration and light has been shed on the employees of telecom sector and between the two concepts in the past studies. Data for this study was collected through survey items on a likert scale of 1-5 points. Data was collected through four instruments which have been discussed in detail in the study. A number of 232 employees belonging to different telecom firms in Islamabad and Rawalpindi which include Ufone, Telenor, Zong and Mobilink; responded to the survey. The simple random sampling technique was used to select the sample. The findings indicate that there exists a significant negative relation between independent variable personal resources and dependent variable employee turnover intentions. Whereas, the significant negative relation exists between other three dimensions i.e. self-efficacy, optimism, organization based self-esteem and turnover intentions.

## **Key words**

Personal resources, Self-efficacy, Optimism, Organization Based Self-Esteem, Turnover Intentions, Telecom firms

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