

INTERVENING ROLE OF WORK SATISFACTION AND COMPANY COMMITMENT IN THE CONNECTION BETWEEN HRM PROCESSES AND INTENT OF EMPLOYEES TO QUIT

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Received: 19 Aug 2023

Accepted: 23 Aug 2023

Published: 30 Aug 2023

ABSTRACT

Gen-Z population are characterized as being more independent and disdainful to authority figures than prior generation and therefore are identified to have lack of organisational identification. However, attrition rate is a huge concern for any organisations as high turnover reduces an organization's production and efficiency in industries. The present study conducted a research based on 385 employees who belongs to the Gen Z generation in their organizations to understand their turnover intention and role of company commitment; work satisfaction and HRM practices on that. The self-administered questionnaire gather quantitative data on the perception of gen Z employees and Partial-least-squares Structural Equation Modeling (PLS-SEM) analysis was carried out to understand the relationships. The study showed that HRM practices significantly and negatively influence the turnover intention of the employees. Further, the study demonstrated that work satisfaction significantly influences the intention to leave the organisation and moreover work satisfaction play the role as a significant mediator in the relationship between HRM practices and intention to quit. On the other hand, the mediating role of company commitment on the relationship between HRM practices and intention to quit showed significant impact

KEYWORDS: *Intention to Quit; Company Commitment; Work Satisfaction, HRM Practices.*