ABSTRACT

In the field of turnover research, the relationship between employee and employer has been investigated to determine possible co-relations between psychological variables such as Job Satisfaction, Job Involvement, Organizational Commitment and subsequent organizational behaviour such as voluntary turnover intention (Porter, Crampon & Smith 1976, Mowday, Streers and Porter 1976; O’ Reilly & Chatman 1986).

The present study in designed to examine relationships between employee's Organizational Commitment, Job Involvement, Job Satisfaction and Turnover Intention. In this study the causal effect of work related attitudes on turnover intention has been studied. So, for the knowledge of the researcher, this is the first research in this area being done for the employees working in public, private and government organizations of Lucknow city.

Participants in this study are the managerial and non-managerial employees working in public, private and government organizations.