Abstract

The current study titled ‘Personal, Interpersonal and Job Correlates of Employee Turnover Intention in Indian IT Industry’ attempted to validate a turnover intention model for Indian IT (Information Technology) industry. The model proposed that perceived manager support will negatively influence turnover intention and this relation will be moderated by perceived manager status and emotional intelligence. Also, perceived colleague support, social support, feedback from others, interaction outside organization are proposed to negatively influence turnover intention and all these relations are said to be moderated by emotional intelligence. Interdependence and work to family conflict are suggested to positively influence turnover intention and these relations are proposed to be moderated by emotional intelligence. The model is validated at gender specific level as well. The study was conducted among 341 SAP/Oracle consultants hailing from Andhra Pradesh. The data was collected from Hyderabad location of two medium level IT companies. The duration of experience considered for sample collection was 2-8 years and tenure was 2-6 years with age limits being 23-31 years. Structural equation modeling using the tool MPlus 7.0 was employed for data analysis. Gender differences were studied using multi group analysis. The results validated the model but moderating effect of emotional intelligence in the relations involving interdependence, interaction outside organization and work to family conflict was not seen among the entire sample, men and women. For women, the direct effect of interdependence was also not seen. Further, among women the moderating effect of emotional intelligence in the relations involving perceived manager support, social support and feedback from others with turnover intention, were also not seen.