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FACTORS AFFECTING HIGH EMPLOYEE TURNOVER IN IT INDUSTRY OF SRI LANKA

Senarathne Mudiyanseelage Anjalee Chandrika Thilak Nilmini Senarathne

(229140v)

Master of Business Administration in Information Technology

Department of Computer Science and Engineering

University of Moratuwa

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DECLARATION

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ABSTRACT

Among most promising sectors in Sri Lanka, the information technology sector has grown significantly since the country's post-war era. This sector is vital to Sri Lanka since it is currently one of the main ways the nation earns foreign exchange revenue. Despite its significance, the industry was seeing an increase in staff turnover, which may be extremely dangerous if it keeps up. This research was carried out based on four factors named work life balance, rewards, opportunities for career progression and the leadership style to determine the association between each element and employee turnover as well as which ones are most influencing the high turnover. The study's findings demonstrated that, among the four variables linked to employee turnover, reward has been the most important.

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