

A STUDY ON IMPACT OF PSYCHOLOGICAL EMPOWERMENT ON EMPLOYEE INTENTION TO LEAVE

Smita Mishra¹
Simranjeet Kaur²

ABSTRACT

Employee intention is a process in which the employees are encouraged to remain with the organization for the maximum period of time or until the completion of the project. Employee retention is beneficial for the organization as well as the employee. Employees today are different. They are not the ones who don't have good opportunities in hand. As soon as they feel dissatisfied with the current employer or the job, they switch over to the next job. It is the responsibility of the employer to retain their best employees. If they don't, they would be left with no good employees. A good employer should know how to attract and retain its employees. Most employees feel that they are worth more than they are actually paid. There is a natural disparity between what people think they should be paid and what organizations spend in compensation. When the difference becomes too great and another opportunity occurs, turnover can result. Pay is defined as the wages, salary, or compensation given to an employee in exchange for services the employee performs for the organization. Pay is more than "dollars and cents;" it also acknowledges the worth and value of the human contribution. What people are paid has been shown to have a clear, reliable impact on turnover in numerous studies.

Employees comprise the most vital assets of the company. In a workplace where employees are not able to use their full potential and not heard and valued, they are likely to leave because of stress and frustration. In a transparent environment while employees get a sense of achievement and belongingness from a healthy work environment, the company is benefited with a stronger, reliable work-force harbouring brightens wide as for its growth Blog Online and Earn Money.

Keywords : *Empowerment, Intention to Leave, Factor Analysis, Stress, Frustration*

INTRODUCTION

This part gives the short profile of the organization which clarifies about the idea of the association and its business, kind of industry, its vision and mission, structure and turn over of the organization, and the item run wherein the organization bargains.

Alongside the concise presentation about the organization this part likewise attempts to give the essential presentation about the title of the task which clarifies the goals for which the investigation has been directed, the extent of the examination, a short technique and speculation of the exploration title.

The two variable which are elucidated in the study are:

Psychological Empowerment (Independent variable)

Psychological empowerment is characterized as “in born err and inspiration mirroring a feeling of restraint corresponding to one’s work and a functioning association with one’s work job”. Since the 1980s, an expanded enthusiasm for strengthening has been seen in different branches of knowledge inside brain science and the executives, including inspiration, task execution, authority, bunch forms, dynamic, and hierarchical plan, since strengthening can upgrade representative execution, prosperity, and uplifting perspectives of people, groups, and

associations. Psychological empowerment is made out of four insights: which means, self-assurance, capability, and effect. In particular, “which means alludes to the arrangement between one’s work job and one’s own convictions, qualities, and principles. Self-assurance is a person’s feeling of self-rule or control concerning the commencement or guideline of one’s activities. Fitness alludes to the faith in one’s ability to effectively perform work exercises. Effect is the conviction that one can have any kind of effect in the administrative procedure; that one could impact operational results in the work unit” The four measurements are portrayed as free and unmistakable yet related and commonly fortifying, characteristics that catch a unique state or dynamic direction toward work. Psychological empowerment may differ with authoritative structure, individual and group qualities, work plan, initiative, and hierarchical help. Until this point, strengthening has been talked about from persuasive and basic viewpoints, and the develop has been operationalized by researching the components that lead to worker sentiments of strengthening. Studies have likewise investigated the outcomes related with an engaged workforce. All things considered, various significant inquiries stay unanswered; along these lines, it is essential to build up a more full comprehension of the idea of strengthening, the variables that lead to worker sentiments of strengthening, and the results related with an

¹ Professor, Gitarattan International Business School, Rohini, Delhi, e-mail id: smita.mishra@gitarattan.edu.in

² Student, Gitarattan International Business School, Rohini, Delhi

enabled workforce.

Employee Intention to Leave (Dependent variable)

The Intention to leave is a commonly studied phenomenon. The determinants and results for these two angles are distinguished from present writing. It is hypothesized that activity fulfillment and authoritative duty has natural relationship with aim to leave association and calling, and these two wonders identify with aim to leave reliably through practically all determinants and results. In this way, it is recommended that by deliberately bringing satisfiers and responsibility triggers, associations can profit by controlling or disposing of such expectations absolutely, as they affect individual and hierarchical execution.

Intention to leave is characterized as the level to which a part examines leaving the relationship with current community or employer. It may be hypothesized as sign and indicator of genuine turnover conduct goal for the most part is indicator of a real activity. Expectation to leave alludes to the 'cognizant and purposeful stiff necked attitude of the workers to leave the association' and it is 'individual own assessed abstract chance or likelihood of leaving the association or calling in not so distant future. As a matter of fact, researchers use aim as an intermediary for real turnover as a result of challenges to examine. Plan to turnover sets up the last intellectual stage in the dynamic procedure, in which individuals effectively consider stopping and looking for elective occupations or callings. Expectation to leave is reflected in the contemplations and therefore announcements by the individuals that they really need to leave gave four intellectual pieces of turnover goal:

- 1) Thinking of stopping;
- 2) Planning to remain or leave;
- 3) Searching for elective profession; and
- 4) A craving to leave current vocation.

It is apparent that activity fulfilment and hierarchical responsibility showing up reliably as one of points of reference to set up central relationship of any factor with goal to leave. All things considered, due to hypothetical complexities, the two ideas and their impact on expectation to leave has been tended to unmistakably Workers' goal to leave can be considered as would be expected decisions made concerning present association. The boosts of expectation to leave the association can be portrayed as individual, hierarchical, and outside variables.

PROFILE OF THE COMPANY

Recruitment as we probably are aware about today, began as a result of World War II. It came to fruition from the holes in the working environment that came about because of the call for men to join the war endeavors. A great deal of opening rose in the work environment, which brought forth staffing offices. There followed a frantic scramble to employ the people who

were not called into military help in an urgent need to fill the opening left by leaving warriors. Much after the war finished, proficient occupation scouts kept on looking for some kind of employment for the bringing soldiers back.

As of present, The Recruitment Industry is comprised of different organizations and in-house experts that work to coordinate potential representatives with accessible occupational opportunities. The strategies and procedures utilized, differ across singular associations, industry parts and employment jobs. Enrolment is a developing field, with the quantity of UK enlistment organizations expanding by around 27% year on year.

Recruitment refers to the process of identifying, attracting, interviewing, selecting, hiring and on boarding suitable candidates for jobs (either permanent or temporary) within an organization. In other words, this industry involves everything from the identification of a staff till the need to fill it. Depending on the size of an organization, recruitment is the responsibility of a range of workers. Larger organizations may have entire teams of recruiters, while others only a single recruiter. In small outfits, the hiring manager may be responsible for recruiting. In addition, many organizations outsource recruiting to outside firms. Companies almost always recruit candidates for new positions via advertisements, job boards, social media sites, and others. Many companies utilize recruiting software to more effectively and efficiently source top candidates. Regardless, recruitment typically works in conjunction with, or as a part of human resources.

This industry can also refer to processes involved in choosing individuals for unpaid roles. Managers, human resource generalists and recruitment specialists may be tasked with carrying out recruitment, but in some cases public-sector employment agencies, commercial recruitment agencies, or specialist search consultancies are used to undertake parts of the process. Internet-based technologies which support all aspects of recruitment have become widespread.

Recruitment industry helps in the search and selection process to find qualified candidates for job openings within organizations. Trends in the industry not only affect recruiting organizations but hiring organizations as well. Understanding trends in the industry aids recruiting professionals in allocating resources effectively, staying competitive and continuing to successfully fill job openings

LITERATURE REVIEW

This includes the research findings of earlier studies related to the variables which are there in present research i.e., Psychological Empowerment and Intention to leave. The findings based on these studies helped in deriving the findings and hypothesis of the present research study.

1. Thomas and Velthouse (1990) conducted the study on psychological empowerment. The main purpose of this paper is to review at the interceding job of psychological

- capital on the connection between psychological empowerment and representative fulfilment, regulating hierarchical duty and turnover intentions. The objectives of the study is to help the organisations and practitioners the importance of psychological empowerment and how they positively influence organisational performance such as job satisfaction and turn over intention. Finally, some recommendations for psychological empowerment in respect of positive influence the performance were formulated.
2. Gaertner and Nollen (1992) they conducted a study to examine the factors that influence the employee's intention to leave the current organisation. The results of this study demonstrated that employees' perception of commitment and job satisfaction are the two main factors that negatively affect the employees' intentions to leave. The results also showed a negative relationship between job engagement and the intention to leave the job. The employees' perception of support and complexity were shown to be positively affecting the intention to leave. This research concludes that understanding the factors that influence the employee's intention to leave current employment is crucial for improve the human resources practices in the public organizations particularly the ministry of information in the Kuwait.
 3. Spreitzer's (1995) Conducted the study on psychological empowerment in reference to their performance. The main aim of the study is to establish the relationship between the two factors. The method used was a literature review. The psychological point of view is centred around how representatives experience empowerment at work. This point of view alludes to empowerment as the individual convictions that representatives play out their job effectively according to the association when individuals are feeling enabled at work, they experience 4 measurements
 4. Koberg Boss Senjem & Goodman (1999) They studied on the topic "psychological empowerment on employee performance: A conceptual review". This research opens a positive connection among residency and employment fulfilment which recommends that the individuals who fit in an association are bound to be fulfilled and have longer hierarchical residency. They included that workers with more noteworthy authoritative residency are bound to encounter sentiments of empowerment. Further the examination found that workers who have a more drawn out residency with their organization feel more engaged than those with shorter hierarchical residency.
 5. Purani & Sahadev (2007) Studied on the topic determinants of employees intention to leave. This study explores the link between the employees and their intention to leave their current organization by conducting the study in Pakistan. As indicated by the study, Intention to leave is characterized as a representative's arrangement for goal to leave the present organization of employment and look onwards in order to secure another position sooner rather than later.
 6. Khan (2013) conducted the study on the impact of intention to quit with jobin security as a moderating variable at government bank in Bandung city. The concept of this study was based on the purpose to explore, examine and analyze the following things: 1. Effect of employee engagement frontline against the intention to quit 2. Effect of employee engagement frontline against the intention to quit the government bank in the city of Bandung after the affected job insecurity. The research model predicts that intention can be deciphered as there as one merging from one self towards something.
 7. Boudrias et al. (2014) underline in his study that psychological empowerment is a functioning persuasive direction identified with a representative's work job and sentiment of being in charge at work. Hence, psychologically enabled people see their work as having a significance and sway, and along these lines they work proactively and are stronger in their endeavours. In addition, they show higher self-assurance which brings about expanded skills and receptiveness to advancement. As per the study, empowerment is vital for the organization's adequacy, expanded pace of development, representatives' maintenance, work fulfilment and hierarchical duty.
 8. Wilkinson (1998) studied on the topic The Effect Of Psychological Empowerment On Work Life Quality. The research was carried out on 252 public service employees in Istanbul to examine the psychological empowerment, work life quality levels and the effect of psychological empowerment on work life quality and its sub dimensions which are workplace, working conditions and view of the administrations gave another consequence of the study; it was likewise discovered that psychological empowerment was an informative factor for the adjustment in the degree of work life quality, working conditions and administrations gave.
 9. Malan, Goetzee and lashley (2002) studied on the Impact of Psychological Empowerment on Employee Performance in Small and Medium Scale Enterprise Sectors. As indicated by the research Empowerment implies causing individuals to feel esteemed by including them in choices, requesting that they take an interest in the arranging procedure, lauding them and constantly giving satisfactory preparing and backing. It is allowing workers the chance to add to the organization's general achievement. They further included "When you permit your representatives to think autonomously and help the organization, they will react with expanded work exertion and more prominent proficiency") and characterized

empowerment as the “term of urging and permitting representatives to assume individual liability for any improvement realized in the exhibition of their allotted task while adding to the fulfilment of the general goal of the association” and as “appointment of power by the administrators to every worker, for the most part concerning activity practices and techniques.”

10. Conger, Kanungo, macher (1988) According to them the concept of psychological empowerment can trace its origins to the related organizational theories of participative management and employee involvement. Organizational theorists defined empowerment in an unidimensional manner in terms of self-efficacy or self-determination. This study focuses on impact of psychological empowerment. It also includes the study of impact of various variables of psychological empowerment on it. It has been found that meaning has its impact, while such variables do not have any significant impact on it.
11. Kassing, Piemonte, Goman and Mitchell (2012) They studied on the topic the relationship between toxic leadership employee engagement and the intention to leave. According to the research Intention to quit is the strong view of a person that he or she does not wish to stay with a specific organisation and represents a cognitive manifestation of the behavioural decision to quit. According to them, although the intention to leave implied the employees’ sentiments to leave their employment in the specific organisation, it did not always lead to actual employee turnover.
12. Mustafa et al., Shah et al. (2010) He researched on the topic Intention to leave or Stay in Jobs. The study resulted in the reasons for turnover aim and found that, pay fulfilment was the predominant element of employment fulfilment in term of affecting turnover aim. They further sketched out that Job-Hoping contributes in turnover aims too. When there is a work lack, representatives have a lot of occupations accessible.
13. Kim, Price, Muller, & Watson, (1996) have studied the intention to leave in two separate folds: Organization and Profession. The determinants and results for these two viewpoints are recognized from present writing. It is hypothesized that activity fulfilment and hierarchical duty has natural relationship with aim to leave association and calling, and these two wonders identify with aim to leave reliably through practically all determinants and results. In this way, it is recommended that by purposefully bringings at is fiers and duty triggers, associations can profit by controlling or dispensing with such aims absolutely, as they effectively affect individual and hierarchical execution.
14. Baird and Wang, (2010) conducted a study on psychological empowerment and employee attitudinal

outcomes; the pivotal role of psychological capital. As per their study, Psychological empowerment has gotten a lot of consideration from scientists and professionals due to its gigantic effect on results that are valuable for the two people and associations. Further they said Empowering representatives is progressively significant in the present serious condition where associations have compliment structures and inescapability of in formation laborers and that.

15. Ajzen & Fishbein, (1980) conducted the study on The Mediating Effect of Employee Engagement on the Relationship of Transformational Leadership and Intention to leave: Evidence from Local Colleges in Pampanga, Philippines. As per them the quickest factors of real conduct are expectations and Intention to leave, is the quality or inclination of a person to move out of the organization. It is an intellectual marker of a person’s conduct choice to stop.

The literature consists of detailed analysis of the impact of psychological empowerment on employee intention to leave. These literature reviews are given by different researchers in different years. Literature review of the project comprises of 15 research which is done by different researchers on different topics at different locations and with different sample size. All these research shows that there is no impact of psychological empowerment on employee intention to leave. According to my research, it also shows that there is no impact of psychological empowerment on employee intention to leave.

OBJECTIVES OF STUDY

- (a) To find out relationship between psychological empowerment and employee intention to leave.
- (b) To find out the impact of psychological empowerment on employee intention to leave.

SCOPE OF STUDY

- (a) To collect and analyze the data of psychological empowerment on employee intention to leave. For this purpose, secondary data from the published sources and the dealers is collected.
- (b) To carryout market survey of psychological empowerment on employee intention to leave. For this purpose, the industry area selected is recruitment industry. Data is collected through a questionnaire that is attached as Appendix A.

METHODOLOGY

Methodology used for Data Collection

The primary method of data collection was used in this study. However, due to limited resources convenience sampling method was used and relatively smaller sample size was be taken for this study. The questionnaire has been filled up with

a sample size of 120 by employees of Recruitment Industry.

A standardized questionnaire was used to understand the study of “Psychological Empowerment on employee intention to leave.”

Methodology used for Data analysis

Various tools and techniques have been used for data analysis-

Tools - SPSS/Excel Tool is used for the data analysis. SPSS statistics is a software package used for logical batched and non-batched statistical analysis.

Techniques-The techniques used in the data analysis are correlation and regression.

- i. Correlation-It is a broad class of statistical relationships involving dependence, though in common usage it most often refers to extent to which two variables have a linear relationship with each other. Correlations are useful because they can indicate predictive relationships that can be exploited in practice. It is a mathematical tool which generally identifies the relationship between two variables.
- ii. Regression - It is a statistical process for estimating the relationships among variables. It includes many techniques for modeling and analyzing several variables. Regression analysis help one to understand the typical values of the dependent variables changes when any one of the independent variables are varied. Regression analysis is widely used for prediction and forecasting. Regression analysis is also used to understand which among the independent variables related to dependent variables.

HYPOTHESIS

The hypothesis for the project are as follows:

- i. H₀ - There is no relationship between psychological empowerment and employee retention.
- ii. H_a - There is no significant impact of psychological empowerment on employee intention to leave

Data Analysis & Interpretation

A light was thrown on the objectives, scope and the hypothesis formation of the research. Reviewing the literature helped us to know the actual concept of Impact of Psychological Empowerment on Employee Intention to Leave and also threw a light on the previous valuable studies done by various researchers from around the world. Review of literature done above will help us with a better insight in there search and further help us with a better insight in the research and further help us to analyses the problem of the research in detail. The aim is to present the data that has been collected from the various sources and also analyze that data to draw some conclusions from them. This covers the statistical analysis on

data collected using the research instruments. Analysis of the data was carried out using both MS Excel and SPSS (Statistical Package for Social Sciences) to understand the Impact of Psychological Empowerment on Employee Intention to Leave.

The data collected through questionnaires that were administered to randomly selected employees from IT sector.

Correlation - Correlation is a statistical technique that can show whether and how strongly pairs of variables are related. The main result of a correlation is called the correlation coefficient (or “r”). It ranges from -1.0 to +1.0. The closer r is to+1 or -1, the more closely the two variables are related. If r is close to 0, it means there is no relationship between the variables.

If r is positive, it means that as one variable gets larger the other gets larger. If r is negative it means that as one gets larger, the other gets smaller (often called an “inverse” correlation).

Regression- Regression is a statistical method used in finance, investing, and other disciplines that attempts to determine the strength and character of the relationship between one dependent variable (usually denoted by Y) and a series of other variables (known as independent variables).

Regression helps investment and financial managers to value assets and understand the relationships between variables, such as commodity prices and the stocks of businesses dealing in those commodities.

Table 3.1.1:-Representing gender of respondents

Gender Table	
Gender	No. of Respondents
Male	46
Female	74

Bar Graph of Count of Gender

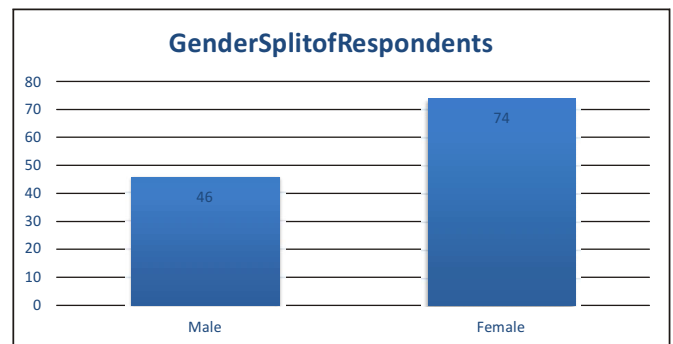


Fig 3.1.1: Representing gender of respondents

Interpretation - The figure no.3.1.1 shows that Out of the total of 120 the male and female respondents were found to be 46 and 74 respectively. Which shows that both the gender was approached for the survey

3.1.2 Marital Status of Respondents

Table 3.1.2 :- Representing Marital Status of respondents

Marital Status	No. of Respondents
Single	59
Married	61

Bar Graph Representing Marital Status of Respondents

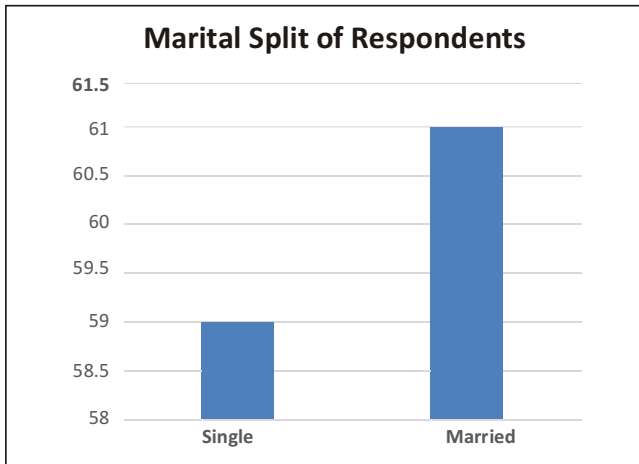


Fig 3.1.2: -Representing Marital Status of respondents

Interpretation- The figure no.3.1.2 shows that Out of the total of 120, married and unmarried respondents were found to be 61 and 59 respectively. Which shows that both the marital statuses were approached for the survey.

3.1.3 Age Group

Table3.1.3:- Representing Age Group of respondents

Age	No. of Respondents
20-30	73
31-40	40
41-50	7

Bar Graph Representing Age Group of Respondents

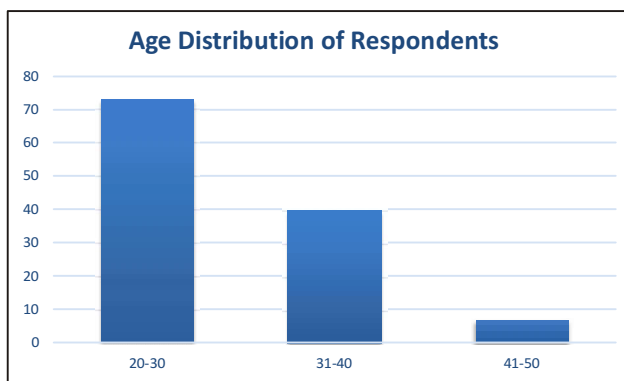


Fig 3.1.3:- Representing Age Group of respondents

Interpretation - The figure no.3.1.3 shows that Out of the total 120 respondents collected, there are 73 people who belong to age group of 20-30, 40 of the employees include the age group of 31-40 years, 7 are in the age group of 41-50 years.

3.1.4 Qualification of the Respondents

Table 3.1.4:- Representing Qualification of respondents

Qualification	No. of Respondents
Graduation	59
Post Graduation	59
Others	2

Bar Graph Representing Qualification of Respondents

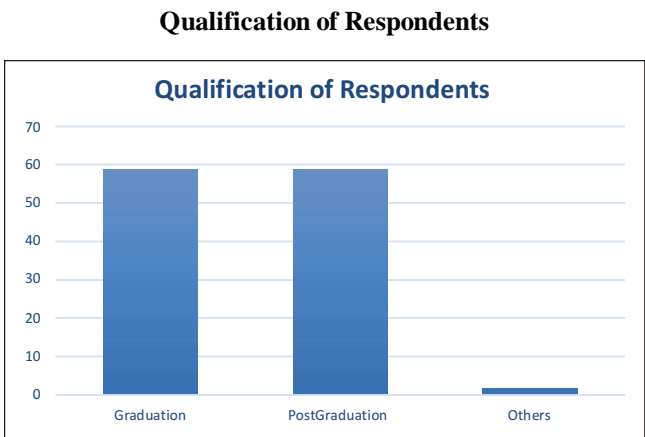


Fig 3.1.4: - Representing Qualification of respondents

Interpretation - The figure no.3.1.4 shows that Out of the total 120 respondents collected, there are 59 Employees who are Graduate & Post-Graduate, 2 of the employees are in others category

3.1 DATA ANALYSIS

Several statistical methodologies were used to analyse the collected data accurately. SPSS version 20 was used in the data analysis. The data collected from the survey was analysed by employing following statistical methods :

1. Reliability Test
2. Correlation and regression

3.2.1 Reliability Test

In statistics Cronbach's (alpha) is used to estimate of the reliability of a psychometric test. It has been proposed that can be viewed as the expected correlation of two tests that measure the same construct. By using this definition, it is implicitly assumed that the average correlation of a set of items is an accurate estimate of the average correlation of all items that pertain to a certain construct. Cronbach's is a function of the number of items in a test, the average covariance between item-pairs, and the variance of the total score.

A commonly accepted rule for describing internal consistency using Cronbach's alpha is as follows:

Table no. 3.2

Cronbach's alpha	Internal consistency
$\alpha \geq 0.9$	Excellent
$0.7 \leq \alpha < 0.9$	Good
$0.6 \leq \alpha < 0.7$	Acceptable
$0.5 \leq \alpha < 0.6$	Poor
$\alpha < 0.5$	Unacceptable

The researcher has adopted a self-designed questionnaire therefore reliability testing has been conducted to calculate the value of cronbach alpha and confirm the reliability of the questionnaire used. For Psychological Empowerment PE Scale was used which comprises of 12 items for the present study, the standard scale was adapted at the last section of the questionnaire. Similarly for Employee Intention to Leave the standardized questions included 4 items for measuring the role which is in the second section. The scaling of items for all the two sections is done on the basis of Likert 5 point scale with 1 as Strongly Disagree, 2 as Disagree, 3 as Neutral, 4 as Agree and 5 as Strongly Agree. The reliability testing need to be conducted to calculate the value of Cronbach's alpha and confirm the reliability of the questionnaire used. The reliability refers to the consistency of a measure. The output of the same is as follows:

Table no. 3.3

Scale	Cronbach's Alpha	No. of Items
Psychological Empowerment	0.898	12
Employee Intention to Leave	0.742	4

3.2.2 Correlation

Correlation is described as the analysis which lets us know the association or the absence of the relationship between two variables 'x' and 'y'. A correlation coefficient is a statistical measure of the degree to which changes to the value of one variable predict change to the value of another. When the fluctuation of one variable reliably predicts a similar fluctuation in another variable, there's often a tendency to think that means that the change in one causes the change in the other. However, correlation does not imply causation. There may be, for example, an unknown factor that influences both variables similarly.

A technique for determining the statistical relationship between two or more variables where a change in a dependent variable

is associated with, and depends on, a change in one or more independent variables.

The Bivariate Pearson Correlation produces a sample correlation coefficient, r , which measures the strength and direction of linear relationships between pairs of continuous variables. The Pearson Correlation evaluates whether there is statistical evidence for a linear relationship among the same pairs of variables in the population, represented by a population correlation coefficient. The Pearson Correlation is a parametric measure.

Table No. 3.4

Value of R	Strength of Relationship
-1.0 to -0.5 or 1.0 to 0.5	Strong
-0.5 to -0.3 or 0.3 to 0.5	Moderate
-0.3 to -0.1 or 0.1 to 0.3	Weak
-0.1 to 0.1	Very weak/None

3.2.2 Correlation

Table No.3.5

Correlation Between EI & PE

		EI	PE
	Pearson Correlation	1	-.513**
EI	Sig.(2-tailed)		.000
	N	120	120
	Pearson Correlation	-.513**	1
PE	Sig.(2-tailed)	.000	
	N	120	120

**Correlation is significant at the 0.01 level (2-tailed).

Interpretation:

Table no.3.5– indicates p value = .000 which is less than .05, and value Pearson correlation i.e. $r = -.513$. Which means we accept alternate hypothesis and reject null hypothesis. This means there is a Negative High significant relationship between Psychological Empowerment and Employee Intention to Leave.

3.2.3 Regressions

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	-.513 ^a	.263	.257	3.40241

a. Predictors: (Constant), PE

Interpretation:

Table no.3.6 indicates that the result of the r-square and adjusted r-square values. R-square value indicates the inverse-proportion of variance of dependent variable that is collectively explained by all independent variables. The value of R Square is 0.263. This shows that 26.3 % impact of between Psychological Empowerment and Employee Intention to Leave.

Table No.3.6
ANOVAa

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	487.979	1	487.979	42.153	.000 ^b
1 Residual	1366.013	118	11.576		
Total	1853.992	119			

a. *Dependent Variable: EI*
b. *Predictors: (Constant), PE*

Interpretation:

Table 3.7 gives F value which is 42.153. Since p value (0.00) is less than level of significance (0.05), hence alternative hypothesis H1 is accepted and we conclude that there is significant relationship between Psychological Empowerment and Employee Intention to Leave

Table No. 3.7

Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	22.019	1.739		12.660	.000
1 PE	-.240	.037	-.513	-6.493	.000

a. *Dependent Variable: EI*

Interpretation:

Table3.8 helps to calculate the regression line between the two variables which is Psychological Empowerment and Employee Intention to Leave this can be Established by:

Employee Intention to Leave = 22.019 - .240 Psychological Empowerment

Regression Equation:

The above table contains $Y = a + bX$

Y= dependent variable, Employee Intention to Leave changes when A is constant that is 22.019 + B and x Value is -.240

Employee Intention To Leave = 22.019 - .240 Psychological Empowerment

FINDINGS AND CONCLUSIONS

This includes findings of study, limitations, and scope for future study.

Findings/Results of the study

- (i) A total number of 120 respondents have filled up the questionnaire.
- (ii) There are 46 male respondents and 74 are female respondents.
- (iii) Marital Status of respondents 61 are married and 59 are unmarried.
- (iii) Age ranged from 20-30 were 73, 31-40 years were 40, 41-50 years were 7.
- (iv) Graduates were 59, Post-Graduates were 59,2 were others.

Limitations:

Inspite of the best efforts there are always some problems or limitations associated with market research that cannot be removed but can be minimized only.

- (i) Time was limited for the research projects confirmative factor analysis was not taken into considerations.
- (ii) The sample size for conducting the research is 120 which is very small as compared to the total respondents in the universe.
- (iii) Due to the busy schedule of respondents there is chance of error if they have no time to read the questions and understand the questions indifferent ways.
- (iv) This research is based upon response of random respondents, so some wrong responses may be come part of error.

SUGGESTIONS:

- (i) This study is that it is confined to Delhi ncr only we should have covered longer area.
- (ii) The study is specific to Recruitment Industry and has excluded the responses of the other industry

RECOMMENDATIONS OF THE STUDY

This deals with the recommendations which are generated throughout the findings and also the conclusion drawn out of the study. These recommendations will help the portals to enhance the productivity.

OVERVIEW

This aims to make some suggestions based on the analysis and findings of the study.

RECOMMENDATIONS OF THE STUDY

- (a) It is recommended that the organizations should explore other employee empowerment avenues that shall help to retain the employees and reduce employee's iteration.
- (b) Empowering Employees Psychologically by company in order to encourage managers to represent appropriate behaviour suited for Employees Retention.
- (c) Increasing employees' consciousness by the leader about objectives and intentions of the organization and encouraging others to have commitment toward them.
- (d) Leaders and managers who use inspirational motivation as a leadership behaviour try to convey their vision through crystal clear methods.
- (e) They encourage employees to surpass even the standards and cause set by self and organizations to grow.
- (f) Providing psychological empowerment for employees by managers through which employees will be more flexible, more risk taking and much more innovative. Managers should provide a kind of work atmosphere in which employees are able to decide and give their ideas in order to widen learning and create better performances, especially for employees who have high capacity of learning.
- (g) Managers can provide a wide range of trust and loyalty among their employees if they try showing them respect and trustworthiness. This will help employees to have trend toward identifying themselves with their manager and the organization that they are working in.

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