

IMPACT OF EMPLOYEE TURNOVER ON PRODUCTIVITY OF THE CONSTRUCTION PROJECTS IN SRI LANKAN CONSTRUCTION INDUSTRY

DLOR PERERA¹ and SD JAYASOORIYA²

¹Undergraduate, ²Senior Lecturer

**Department of Quantity Surveying, Faculty of Built Environment and Spatial Sciences
General Sir John Kotelawala Defence University, Sri Lanka**

ABSTRACT

This study is mainly concentrating on the impact of employee turnover on productivity of construction projects in Sri Lankan construction industry. Employee turnover, always remained as a major issue for all organizations. Employee turnover affect the processes of the organization and decrease the efficiency and effectiveness of the all most all the processes of the organizations. When focusing on the construction industry where high technological education are needed. Recruiting employees over and over again can highly affect the organization which leads to chain of issues in the organizations.

In this research the objectives are to find the relationship between employee turnover and productivity, to find the issues regarding employee turnover and solution for the employee turnover. To achieve these objectives, mix method approach used to conduct the study, which allows to use structured questionnaires and structured interviews to collect the data. The target population for the questionnaire was construction team members of CS2 construction organizations and sample was 36 of them. The population for the interview was all the Human Resources Managers in the CS2 construction companies and the sample was 4 of them. Questionnaire was structured in a 5-point Likert scale format and descriptive statistic method was use to analyses data by using the Statistical Package for Social Science (SPSS) software. The structures interview was analyses using content analysis.

The study statistical data analysis finding support that there is a positive relationship with employee turnover and project productivity and the content analysis data found that issues regarding employee turnover are reduce efficiency and effectiveness of the project, increase the cost of the organization, reduce the quality of the project, failures in the projects triple constrain, project failures and etc. and the solutions are provide job security, good welfare package, good training and development, good compensation package, good motivation system, giving a good career growth and professional path, psychological and physiological appeasement, good working environment and etc. The study concludes with recommendation for the study and suggestion for the further research.

Key Words: Employee turnover, Project productivity, Construction projects, Sri Lankan Construction industry, Human resource management, Employee retention