

**ANALYSIS OF FACTORS INFLUENCING INTENTION TO LEAVE  
AMONG YOUNG EMPLOYEES: A COMPARATIVE STUDY OF  
FIVE SELECTIVE INDUSTRIES**

By

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## ABSTRACT

The rising rate of employee intention to leave, particularly young employees, is a source of great concern for organizations in the contemporary business environment. The root causes that influence the intention of young employees to leave must be established so that proper retention strategies can be developed. This study investigates the impact of six key organizational factors, salary policy, corporate social responsibility (CSR), ethical leadership, workplace stress, work environment, and career development, on the turnover intention of young employees aged 18 to 30 years in five selected industries in the Colombo District, namely apparel, IT, hotel, banking, and healthcare.

A quantitative methodology was adopted in this study, and questionnaires were executed on a sample of 250 respondents. The descriptive statistics assisted in ascertaining the levels for all the variables, while correlation and regression analyses assisted in ascertaining the interrelationships and predictive power of independent variables on the dependent variable, intention to leave.

The findings of the research revealed that career development, salary policy, and work stress had the greatest effects on turnover intention among young employees. Ethical leadership also registered a strong negative relationship with turnover intention, although CSR and work environment, though statistically significant, had relatively weaker effects. All hypotheses put forth were supported.

This study contributes to the literature by conducting a comparative industry-wise study and providing actionable suggestions for HR practitioners, policymakers, and organizational decision-makers to develop specific strategies to retain young talent. Opportunities for employee development, competitive compensation packages, minimizing work stress, and ethical leadership are some initiatives organizations can take to decrease the intention to leave among their young employees.

**Keywords: Intention to Leave, Young Employees, Salary Policy, Corporate Social Responsibility, Ethical Leadership, Work Stress, Work Environment, Career Advancement, Colombo District**

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