

IMPACT OF EMPLOYEE TURNOVER ON ORGANIZATIONAL PERFORMANCE: THE CASE OF BEKAS CHEMICALS PLC., ETHIOPIA

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ABSTRACT: The purpose of the study was to examine the impact of employee turnover on organizational performance of Bekas chemicals PLC. Both descriptive and explanatory research with mixed approach was chosen to study 231 samples from 544 current and ex-employees at Bekas chemicals PLC. Then through SPSS version 25 both descriptive and inferential analysis were made. The study found out that there are high cases of employee turnover in the organization. High rate of employee's turnover negatively impacted organization performance since most of the experienced and

highly productive staffs were lost and it took a long time to recruit new staff. The study concluded that causes of employees' turnover that impacted negatively on organizational performance are psychological variable which included: job satisfaction and job security. The study recommended that the top management should design strategies such as increased salaries and remuneration, providing recognition, and other to mitigate the problem.

Keywords: Employee turnover, Organizational performance, voluntarily turnover, Involuntary turnover.

Biography

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