

## Turnover Intention of Private Sector School's Librarian In the Capital of Pakistan

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### ABSTRACTS

This manuscript will commence to reconnoiter the main cause of turnover intention of Private sector School's Librarian. The theme is to cadre that issues and gives measure to reduce the turnover intention of employees. How diverse factors tend to predict job satisfaction like reward, motivation, stress, poor management and work environment. We will begin by scrutinizing the people why they leave job so early is there any individual factor or contribution of institutions factors. Next, we will explain the data used, methods and variables chosen for our model. The idea is based on a survey taken by questionnaire to various librarian who is functioning in a Private's school. In order to get the dependable results, a comprehensive statistical analysis is made on a distributed data set in computer simulation via analytical software. The obtainable results clearly list that those factors are lot of importance in turnover intention.

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### INTRODUCTION

School Librarian turnover in the capital of Pakistan is a very serious and complicated issue and based on many reasons, most people got good job, some are living due to highly stress able condition and reward are not given properly at the time of increment in some cases people left job willingness and some are forced to leave the job. Rasmi, A., et al. (2017) examined that some researcher said that turnover cost are very high and we spend that cost without any reason poor management is very widespread issue to leave people because when management are not performing his duty according to the rule they behaving rude and tease employees in harsh manner at that case people are not enthusiastic to do work, no chance of promotion and the increase in pay which he received was not up to the mark examined by Bushe, B. (2018).

This research paper is to address the perilous issues why people leave Private school library. The central objective of that study is to examine the core causes of turnover intention of Private sector School Librarian. The study was to examine the level of perceived job satisfaction and intention to leave.

The aim of this manuscript was to investigate the reasons for employee's turnover of school librarian in the Christeen, G. et al (2015) examined that Private school by exploring the linkage of these independent variables, study sought to explore whether control of these independent variables influence turnover intention.

## **Research Objectives**

The study pursued to achieve the following objective:

To explore whether control of these independent variables influence turnover intention of school librarians and people are not like to shift.

## **Research Question**

The research question for this study is:

Does poor management, reward and work environment are the essential factors of turnover intention of Private sector School's Librarian.

## **Significance of the Study**

The study is of value to the senior management at institutions in that it will provide information from which management can set reasonable retention strategies.

The human resource sector will be able to recognize those issues and make necessary modification on current structure and policy in order to maximize the turnover intention of school librarians.

## **LITERATURE REVIEW**

Turnover can be categorized as voluntary and involuntary turnover. Perez et al.2008 examined that turnover is frequently associated with variables, such as job satisfaction, it is significant to differentiate voluntary from involuntary turnover, otherwise the approximation of such a relationship in terms of all leavers will be erroneous. Even though turnover is a cost for an organization, Habib et al 2015 investigated that a certain level of turnover cannot be eluded, and in fact, it could be constructive to the organization as new people join organizations with new ideas that in the procedure improved the organizational other activities. Osman M. Karatepe. 2014 investigated that vigorous turnover rate is always desired by the top management of organizations to safeguard healthy revolutionary growth of organizations.

George Lafferty, Jamal Youssef. 2015 examined that employees are the most valuable assets of the organizations. So giving concern for them is very indispensable to the organizations. The one thing organizations will do with regard to their employees is to know the turnover intention of employees and the factors leading to it. This can be done through conducting research and reviewing.

### **Poor Management:**

When employees leave the institutions or wants to leave the institutions, Bushe, B. (2018) examined that this is not easy for the institutions to accommodate that cost and they has to bear too much cost comprises door interview, managerial and paperwork costs,

### **Rewards**

Reward was very important for every employees and motivation also plays a very important role for improvement of work, money not count more, motivation count more and people craving that he or she must be cherished when he or she perform their work well. Bhattacharya, Y. et al (2014) believed that to accomplish beloved goals, reward systems should be closely associated to School librarian and reward has a major influence on turnover intention when the institutions gives reward to their employees they work hard and accomplishing goal successfully.

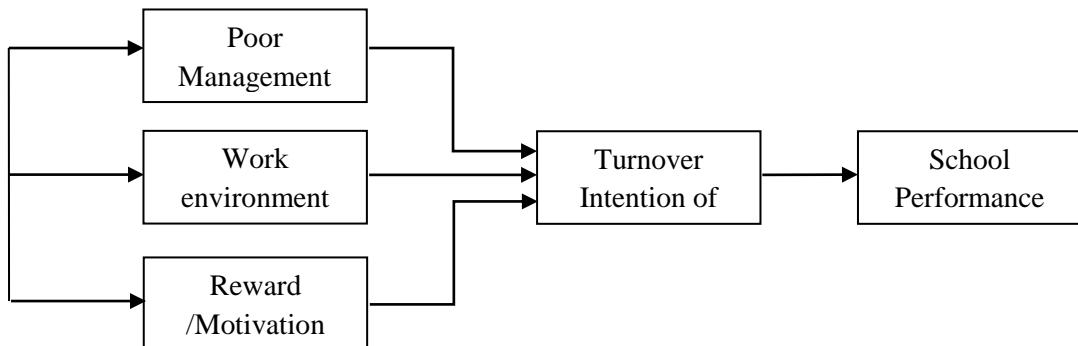
### **Work Environment**

The environment should be such that the employee feels associated to the institutions in every respect prove the career ladder structure and improve the physical working environment includes well-organized managers. Nyanjom, C. R. (2016) Investigated that kind co-workers, demanding work, involvement in decision-making, clearness of work and responsibilities and recognition, lack or absence of such environment pushes employees to look for new opportunities.

## Research Design

Our studies propose was divided into diverse sections, we disseminated that question paper to Private school librarian. Take the sample of 45 school librarian, after a definite period we collect all the question papers and then all question papers are analyses by using logical software, after analyzing 31 questionnaire are properly filled by librarian.

### Conceptual framework:



### Hypothesis

- H1: Poor Management has a significant relationship with turnover intention of Private sector School's Librarian
- H2: Work environment has a significant relationship with turnover intention of Private sector School's Librarian
- H3: Reward /Motivation has a significant relationship with turnover intention of Private sector School's Librarian

### RESEARCH METHODOLOGY:

A questionnaire was administrated in 45 different Private school, a total of 45 questionnaire were distributed, sampling is an essential method of inferring information about an entire population without going into any dilemma or outlay of measuring every member of the population and the target population consist of Private school librarian in Islamabad.

Questionnaires were administered with the help of administration of each school. Employees were informed that the purpose of the exercise was to assess their feelings and thoughts on various aspects of their jobs and that as such there were no right or wrong answers to questions included in the survey, which is a consistent and inclusive source for a survey. The obtained numbers are formulated in the form of Eq. 1.

$$X = [x_1, x_2, x_3, x_4, \dots, x_{n-1}, x_n] \quad 1$$

Where,  $X$  is the vector defining the individuals of the raw facts? The mean value of the data set is to be obtained by using the relation given below in Eq. 1.

$$X_{mean} = \frac{\sum_{i=1}^n x_i}{n}$$

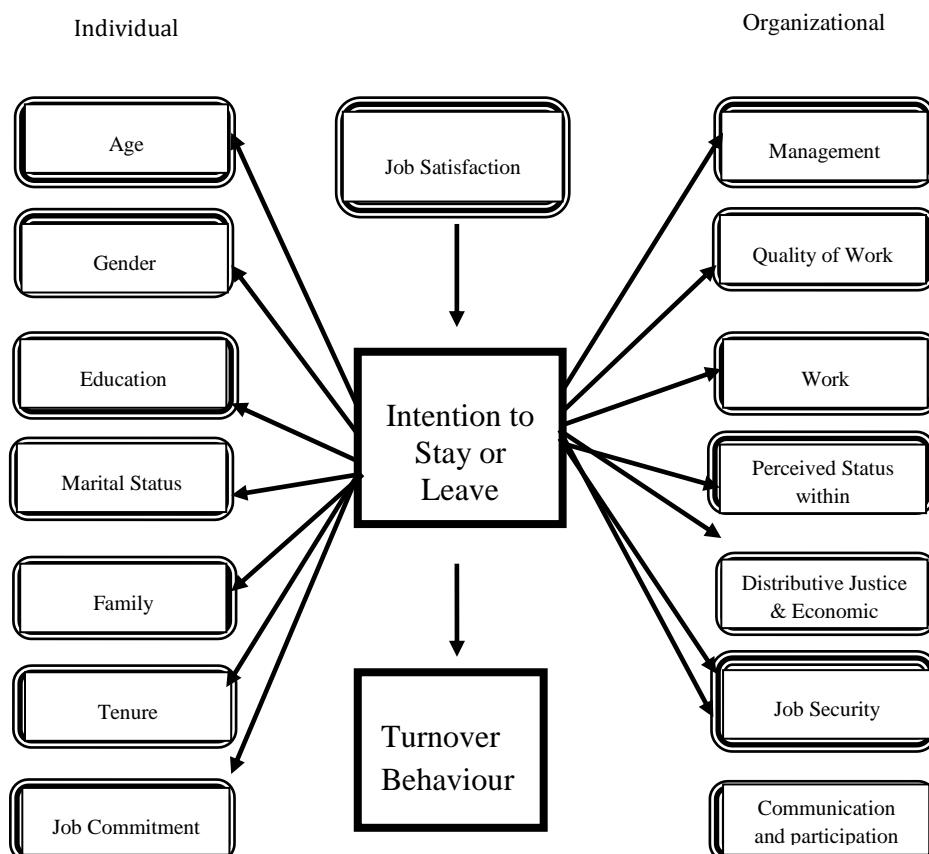
On the other hand the standard deviation in the results is to be calculated by using the formula provided in Eq. 3.

$$\sigma = \sqrt{\frac{1}{n}[(x_1 - \mu)^2 + (x_2 - \mu)^2 + \dots + (x_n - \mu)^2]} \quad 3$$

Where  $n$  the number of the individuals is in a specific analysis,  $\sigma$  is the standard deviation defining the deviation of the results from the mean value and  $\mu$  is the factor of the mean. Here  $\sigma$  is also considered to be the square root of the variance in the data. Respondents were guaranteed of the strict confidentiality of their responses and were told that the completed questionnaires would be sent directly to researchers and that no one in their institutions would ever see the completed questionnaires. To increase the response rate and to encourage objective and honest responses, an envelope was provided along with each questionnaire so that librarian could insert the completed questionnaire in the envelope.

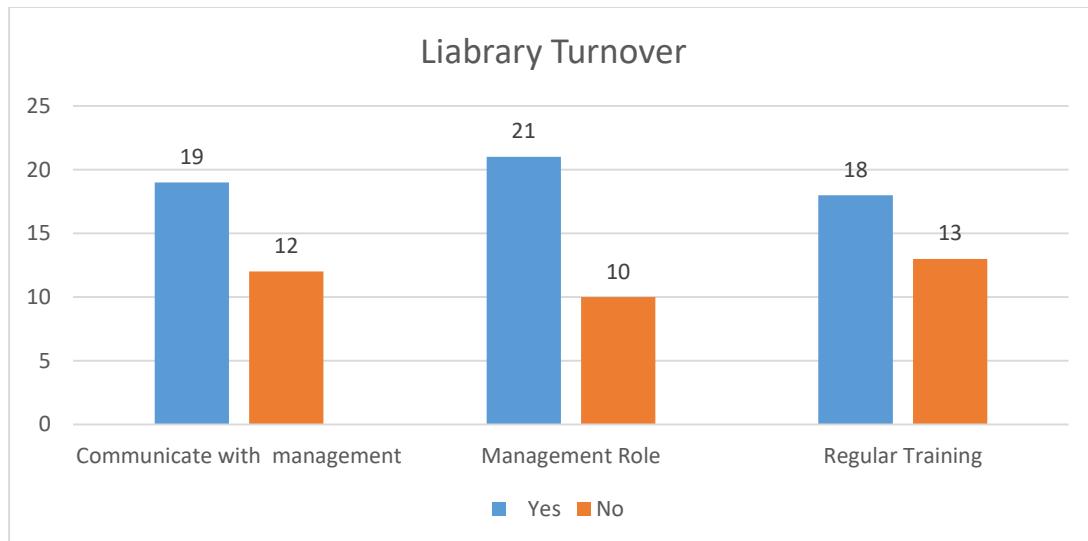
## Model

The McCrathy, G., Tyroell, M.P., & Crossing C.(2002) model was adopted because its show the relevance's of our research . The are many factors that predict job satisfaction individual factor include age, gender, education, marital status, family responsibility, tenure and job commitment on other side institutional factor are management ,quality of work, work environment, perceive status within institutions, distributive justices with reward.



## Results and Data Analysis

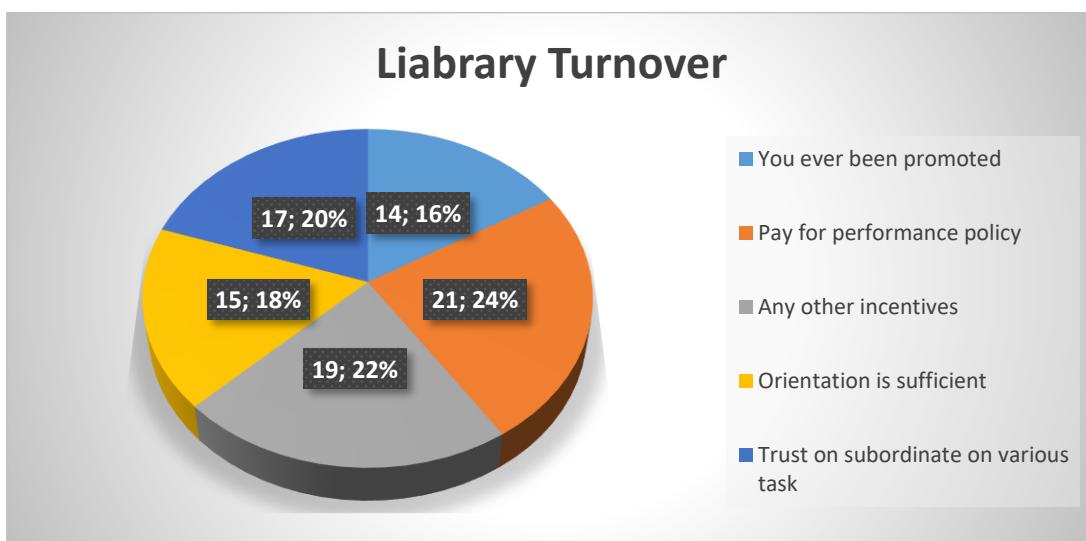
		Communicate with management	Management Role	Regular Training
		Yes	21	18
		No	10	13



Librarian must communicate with the higher authorities that up to date books must be available in the library, regular training will be conducted and software knowledge are important. Monitoring and control is an important factor for every institutions because when we monitor employees they work effectively and efficiently achieve our goal timely and accurately,

The question asked that you have ever been promoted in that institutions and 15 people's said that yes we are promoted and other say no, the promotion criteria of different institutions are very tough and they not promoted those employees who works effectively and efficient. The employees said there is no policy regarding performance base to reduce the turnover of librarian when they are well trained and feeling motivated and not leaving the job.

You ever been promoted						Pay for performance policy	Any other incentives	Orientation is sufficient	Trust on subordinate on various task
Yes	14	21	19	15	17				
No	17	10	12	16	14				



Librarian incentive will be increase that help to enhance inspiration of school librarian and that motivation to stay in long term. Turnover intention in any Private school librarian was very important dilemma, this learning adds to the growing literature on human resources management by investigative the association in practices with job satisfaction and turnover. This study obviously explains three variables work environment, reward and poor management are certainly linked with job satisfaction.

The employees trend to satisfy with their job when they have resourceful and closed supervision, training as on departing learning for them in workplace and good pay. In addition, those three variables poor management, reward and work environment gives the negative consequence on turnover. The employees have inclination to turnover their job when they have poor administration, without suitable training and low earnings.

## CONCLUSION

Job satisfaction connected to the turnover of School librarian of Private Sector. When these three independent variables are not controlled & the human being are not satisfy with the management they want to leave the institutions and joined another institutions to release stress and performing their duty efficiently, institutions must focus on the employees because they are the assets of any institutions.

The purpose of this study was to investigate the relationship of job satisfaction and turnover intention of Private school. This study indicated that there was a significant relationship of job satisfaction and turnover intention of Private secondary school Librarian consistent with Muchinsky et al 1993. This result showed it was also supported by Meta Schroeder analysis that there was a negative correlation found between job satisfaction and

turnover intention of employees. In other words, less job satisfaction drives people to think about quitting your job

Sharpnack and Funsten (1999) also conducted research on a comparison between job satisfaction and work attitudes of managers and professionals in the public and private sectors.

## **MANAGERIAL IMPLICATION**

The devotion of any institutions and firms is to attain the higher yield whereby the employees as carrying out institutional scheme, in order to scrutinize the behavior and performance of the employees. Private school's libraries must focus on their strategies and gives incentive to the librarian, employees are the asset of any institutions when employees feel satisfaction and enjoy the work they achieve our goal effectively and effectively.

## **RECOMMENDATION**

The following recommendation are given

- Proper check and control
- Management perform their duties accurately
- Create best environment for working

The results of the study indicated the strong relationship between job satisfaction and turnover intention. Moreover, pay has strong relationship with turnover intention of Private school librarian. This indicated that the teachers may leave due to less pay package. Therefore, it is recommended that the institution in this regard may have a clear cut legislation related to pay packages and promotion policy of Librarian's according to their academic qualification. Moreover, special incentives may be given to the teachers who performed well. The result of the study showed that there was a moderate relationship between work itself and supervision with turnover intention. Nyanjom, C. R. (2016) examined that the administrators may assist to cope with the problems their teachers face during their work in the institution. The training programs like directorate of Staff Development initiated by the Private of the Punjab for Private schools may also be started in the private institutions for capacity building of the Librarians.

## **LIMITATION**

It is not compulsory that only these three independent variables would account with turnover intention, a research study can focus more other independent variables relative to turnover intention, increasing the number of respondent in future studies would propose the result more significantly.

## **FUTURE RESEARCH**

Therefore, for the future, research can be done by extending time period of the study. Moreover, further study will be conducted by using some other important variables like, Job Satisfaction, Reward, monetary benefits and motivational factor etc

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