Lack of professionalism and employee turnover intention: An empirical study among managers

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ABSTRACT

This empirical, quantitative, and survey-based descriptive research undertaken in Tirunelveli city of Tamil Nadu, India has the objective of identifying how lack of professionalism is associated with employee turnover intention of managers working at multi-speciality hospitals in Tirunelveli city. To achieve this objective, the study sampled 50 managers belonging to para-medical departments from leading private multi-speciality hospitals using both convenience and judgement sampling techniques. The primary data were collected using a structured self-made questionnaire along with personal interviews and observation. The secondary data were collected from books, journals, dissertations and conference proceedings to add appropriate significance to the study. Percentage, Mean, and Standard Deviation were used to analyze the data, and the result of the analysis revealed that lack of professionalism-related factors: lack of respect, domination of the medical personnel, involvement of non-paramedical professionals to control para-medical managers, underemployment, performing non-managerial activities, politics among staffs, and under-estimation and inferior opinion about managers have been strongly agreed by the majority of the respondents in the study area that they are associated with their employee turnover intention. The study has offered suitable suggestions to strengthen professionalism-related factors at private hospitals and thereby prevent employee turnover intention among para-medical managers.

Keywords: Non-medical manager, employee turnover intention, lack of professionalism, private multi-speciality hospital, Tirunelveli city.

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