Abstract

The Purpose of the Study was to investigate the turnover intentions among new entrants in software testing professionals who are working in software industry which is located in Chennai. The Samples unit \( [N = 135, \text{Male} = 67, \text{Female} = 68] \) was drawn from Software Industry. The Study investigated the Organizational Satisfaction, Job Satisfaction, Interpersonal Relationship with Supervisor’s and Life Satisfaction has significant impact on Turnover Intentions among new entrants. The results were interpreted using SPSS 17.0 and the findings given for the software industry to understand perception of employees towards employers and take necessary steps to reduce the turnover intentions.

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**Index Terms**

- Computer Science
- Software Engineering

**Keywords**

- Turnover Intentions
- Software Industry
- Employers