A Study on Attrition among New Entrants in Software Testing Professionals

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, Male = 67, 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.

References

- Zhang Guangyu, Li Huajun & Zhang Depeng, "Risk Management on Knowledge Employees Turnover in High-tech Firms -Based on Fuzzy Comprehensive Evaluation", IEEE, 978-0-7695-3435-0/08, pp. 399-402.
- Jo Ellen Moore, "Illuminating the Other Road: The Role of Voice in IT Turnover," IEEE, 1530-1605, 2011.
- Kalim Ullah Khan, Syed Umar Farooq & Muahmmad Imran Ullah, "The
- Janice Anna Knights & Barbara Jean Kennedy; Psychological Contract Violation: Impacts on Job Satisfaction and Organizational Commitment Among Australian Senior Public Servants; Applied H. R. M. Research, 2005, Volume 10, Number 2, pp. 57-72.
- Jordan Shropshire & Christopher Kadlec; Leaving the IT Field: the Impact of Stress, Job Insecurity, and Burnout on IT Professionals; International Journal of Information and Communication Technology Research, Volume 2 No. 1, January 2012, pp. 6-16.
- Jamie Cano & Greg Miller; A Gender Analysis of Job Satisfaction, Job Satisfier Factors, and Job Dissatisfier Factors of Agricultural Education Teachers; Journal of Agricultural Education, 1992, pp. 40-46.
- Sohrab Ahmad, Khurram Shahzad, Shams-ur-Rehman, Nadeem Ahmed Khan & Ikram Ullah Shad; Impact of Organizational Commitment and Organizational Citizenship Behavior on Turnover Intentions of Call Center Personnel in Pakistan; European Journal of Social Sciences – Volume 17, Number 4, 2010, pp. 585-591.
A Study on Attrition among New Entrants in Software Testing Professionals


Index Terms

Computer Science
Software Engineering

Keywords

Turnover Intentions  Software Industry  Employers