

Telecom sector of Pakistan has a rapid growth rate in last few years. One of the problems being faced by mobile organizations is high rate of employees' turnover.

This study analyzes the perception of supervisors and subordinates on job definition of mobile organizations with relationships to turnover intent. Supervisor perception about the subordinate's job and subordinates perception about their job. In addition, factors which affect the relationship between two sides are also analyzed. One hundred and ninety supervisors and subordinate employees of major mobile organizations were surveyed. The measurement included perception of job definition, supervisors attributes on subordinates job performance, subordinates attributes towards their job and supervisors attitude towards subordinates job description. One hundred and sixty questionnaires were distributed to supervisors and their respective subordinates and one hundred and forty were returned back. Univariate analysis ANOVA was used to find the relationship of eleven hypotheses of the study. Multivariate analysis was also performed on relationship of JDPI and tangible and in tangible satisfaction with turnover intent. Statistical package SPSS 17.0 was used.

The study and analysis discovered that there are perceptual differences between supervisors and their respective subordinates. 55% subordinates' think that their relationship with supervisors are not friendly and they are overload at workplace. 69% supervisors think that subordinates take more time to perform different tasks and give more priority to trivial matters of the job. In addition more than 50% supervisors perceive that most of their subordinates are classic squeaky wheel that needs always greasing. Furthermore 64 % subordinates think that they can easily adjust in any other organization, this shows their belongingness to their organizations and it would be critical for the mobile organizations.