Turnover intention has gained substantial consideration from last few years and has been extensively studied because of its profound implications towards organizations. Retention of key employees has always remained a critical matter for organizations. Turnover intention's literature advocates many other factors which may influence the employee's decision to leave the organization. However, the factors that influence turnover intentions have been ignored in work stream. This attempts to investigate turnover intentions with three factors including locus of control, organizational culture, and job satisfaction. Initially, a deep understanding of the topic is developed after studying number of articles, books and other literature.

A competing quantitative model is then developed where job satisfaction is considered as a mediating variable. Data was collected from a sample of 462 employees of telecom and pesticide industry. The proposed model was then tested using Structural Equation Modelling (SEM). AMOS was used to identify best fit. As reported in this thesis, the proposed model has been modified according to fit indices.

The results of the model illustrate that locus of control has significant impact whereas organizational culture does not have any significant impact on the turnover intentions.