

Perception of Employee Turnover Intentions at a South African Higher Education

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ABSTRACT This study investigates the perception of turnover intention of employees at an institution of higher education in South Africa. The study utilised the Intention to Stay Questionnaire (ISQ) as the quantitative survey instrument to generate data related to the study. 250 employees participated in the survey and the random sampling technique was used to identify the participants. The study utilised the Statistical Package for Social Sciences SPSS version 23 for analysing data. The Cronbach's alpha was used to measure reliability. The study found that employee benefits and other interesting responsibilities reduce turnover intentions. Recommendations to improve turnover intentions at an institution of higher education are suggested.