

DO INTRINSIC MOTIVATION INFLUENCE TURNOVER INTENTION? STRUCTURAL EQUATION MODELLING APPROACH AMONG TECHNICAL FACULTY MEMBERS

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ABSTRACT

This study identifies various antecedents of intrinsic motivation and examines their impact on turnover intention of faculty members of technical education institutes of India. An instrument was developed with 18 items using 'Turnover Intention Scale' of Donnelly and Ivancevich (1985) for turnover intention as endogenous variable and Intrinsic Motivation Inventory (IMI) of Ryan (1982) for intrinsic motivation as exogenous variable. Questionnaire was designed and administered online to collect data from sample of 305 faculty members. The Exploratory Factor Analysis (EFA), Confirmatory Factor Analysis (CFA) and Structure Equation Modelling (SEM) techniques were utilized to analyze the data and test the hypothesis. The results of the study depict that only two antecedents i.e. Interest/Enjoyment and Effort/Importance have direct significant impact on intrinsic motivation, whereas intrinsic motivation has inverse significant impact on turnover intention. This study suggests appropriate strategies to technical education institutes of India for enhancement of intrinsic motivation among faculty members, which further leads to increased retention.

KEYWORDS: Faculty Members, Intrinsic Motivation, Technical Education Institutes, Turnover Intention, Structural Equation Modelling, Confirmatory Factor Analysis