

# The relationship between training needs and employee's turnover intention

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## ABSTRACT

Prior researches cannot clarify the relationship between training needs and employee's turnover intention. This study aims at investigating the relationship between different training needs and employee's turnover based on employee's viewpoint, and clarify whether job satisfaction and organization commitment are the mediation effect on both training needs and employee's turnover intention. The study adopted the questionnaire survey, and 487 effective sampling questionnaire with a 89.4% acceptable samples of Taiwan listing company were collected for analysis. This study established factors dimension of staff training needs to match the construction validity and fit with confirmatory factor analysis (CFA), and also evaluates the relationship among all dimensions with Linear Structure Relationship Model(LISREL). The main findings are as follows: The company's exclusive training needs can influence and the employee's turnover intention, the higher the company's exclusive training needs, the lower the employee's turnover intention. The staff of industry exclusive training needs and turnover intention has a significant positive relationship. Employee's training needs with both Job satisfaction and organizational commitment have the significant positive relationship respectively. Job satisfaction mediates the relationship between the training needs and turnover intention, and shows a significant indirect effect. Organization commitment is the mediator between training needs and turnover intention, and also tends to have a significant indirect effect. The personal traits have also increased the ability to predict and explain the workers' turnover intention. The finding of the study has the contribution that enterprise can adopt different strategy by focusing on evaluating employees' need and personality trait, and analyzing employees' different training need, so that enterprise will have the most efficient result with limited resource.

Keywords : training needs、job satisfaction、organizational commitment、turnover intention

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