

Exploring the Relationship Between Psychological Capital and Turnover Intention Among IT Employees in India

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Abstract

Employee turnover is a significant concern within the Indian information technology (IT) sector. This study examined the relationship between psychological capital (PsyCap) and turnover intention among IT employees in India and investigated gender differences in these variables. A quantitative, cross-sectional design was used with 650 employees from private-sector IT organizations, comprising equal numbers of male and female participants. PsyCap was assessed using the PCQ-24 ($\alpha = .94$) and turnover intention using the TIS-15 ($\alpha = .87$). Results revealed that psychological capital was significantly and negatively associated with turnover intention and significantly predicted it, explaining 31.3% of the variance. No significant gender differences were found in PsyCap or turnover intention. The findings indicate that psychological capital is a meaningful correlate of turnover intention among Indian IT employees and a potential focus for retention-oriented interventions.

Keywords

Psychological capital, turnover intention, information technology, employee retention, India.