

**FACTORS AFFECTING EMPLOYEES' TURNOVER AMONG SELECTED
FOOD MANUFACTURING COMPANIES IN CAVITE**

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MANILYN M. CALFOFORO
VALERIE L. GARCIA
NICA ANGELA F. SARMIENTO
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ABSTRACT

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The study was conducted to determine the factors affecting employees' turnover intention of employees among selected food manufacturing companies in Cavite. It aimed to determine the socio-demographic profile, the determine demographic characteristics of employee in terms of: age, sex, civil status, educational attainment, and length of services; the level of organizational commitment of the employees as to being: affective committed, normative committed and continuance committed; determine the level of stress of the employees; determine the level of job satisfaction of the employees; the determine the extent of the employees turnover; the determine if there is a relationship between the demographic characteristics and the extent of employees turnover; the determine if there is a relationship between the organizational commitment and the extent of employees' turnover; the determine if there is a relationship between the level of stress and extent of employees' turnover; and determine if there is relationship between the level of job satisfaction and the extent of employees' turnover.

Using a self-administered questionnaire, data were gathered from 382 participants. Descriptive – correlational research was employed. Person product-moment correlation coefficient was used to test if there are relationships between the selected variables of the study.

The participants had an average age of 31 years, equal distribution of males and females participants was noted, and more than half of them were married, who had an average of almost four years length of stay.

The participants were moderately committed, stressed and satisfied with their situations in their respective company. They had also moderate intention to leave the company.

As to the relationship of socio-demographic characteristics to the employees' turnover intention, only age and length of service had a very minimal correlation.

The relationships between organizational commitment, level of stress, and level of job satisfaction were not significantly related to turnover. Therefore, the null hypotheses were accepted.

It is recommended that improvement of company policies regarding the turnover of their employees and human resources development be reviewed and evaluated. Improvement of the above mentioned facilities and services will redound to attracting more employees to apply in the company.

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