

Impact of Effective Succession Planning Practices on Employee's Retention (With Special Reference to Private Business Organizations in Sri Lanka)

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In recent times, business organizations have recognized effective succession planning concept as one of the key aspects of managing employee's retention. Although, as a result of employee's unawareness most of the organizations do not intend to implement succession practices. This research explores the impact of effective succession planning practices on employee's retention with special reference to private business organizations in Sri Lanka. The researcher conducted a field survey and collected data across 100 middle-level managers in top ten private organizations according to the LMD report 2017. A standard questionnaire was used as a data collecting technique and convenience sampling method was used to select the sample. The data were analyzed by using descriptive statistics, correlation, simple regression, and multiple regression analysis with the support of SPSS 21 version. The results show that employees almost agree with the existing effective succession planning practices used in each particular organization. Performance Goal Orientation was strong positively correlating with effective succession planning practices and employees retention. Research proved that there is a positive impact from effective succession planning practices to the employee's retention. Management Involvement and Diversity Management are the highest and lowest contributory dimensions on employee retention respectively. Results revealed that performance goal orientation Moderator does not stronger the relationship among effective succession planning practices and employee retention. Effective succession planning practices mostly affect for the employee retention and research suggested managers to select the most appropriate succession practices in business context. The results provide various implications for filling the knowledge and empirical gap within the research context. Finally, it will also contribute to the top level managers and as well as future researchers in the same research area.

Keywords: Employees retention, Effective succession planning practices, Performance goal orientation