

The Impact of Employee Transformative Learning on Their Future Retention “Role of Career Satisfaction” (With special reference to hotel industry in Galle district of Sri Lanka)

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Tourism industry is one of the largest industries in Sri Lanka and it provides so many benefits for employees as well as the country in many ways. Employees' transformative learning is a critical factor to retain the employees when considering about the hotel industry in Sri Lanka. Transformative learning means the employees interpretation of the experience creates meaning, which leads to change in the behavior, mindset and beliefs. In Sri Lankan hotel industry, the employees' duty is in a higher position. And also there are some practices regarding transformative learning within those hotels sector. Therefore, the researcher has focused on this study to understand the impact of transformative learning on employee retention under the mediating role of career satisfaction. The researcher has focused to accomplish four objectives with regards to the problem of this study and hypothesized four basic hypotheses according to those research objectives in order to accomplish them. The population of the study was all middle level employees in hotel sector in Galle District. According to the methodology, the sample of the study was 90 employees and it has been taken from 10 three to five star hotels in Galle District. Moreover, data were gathered from self-administered questionnaires. Furthermore, the researcher has used IBM SPSS software to analyse data and descriptive statistics, correlation coefficient analysis, simple regression, mediation assessment through multiple regression and Sable test were used as data analysis methods. Finally, the researcher found that, transformative learning significantly influences on employee retention. Further, the career satisfaction has been significant and partially mediates the relationship between transformative learning and employee retention.

Keywords: Transformative learning, Employee retention, Career satisfaction