



The Impact of Employee Turnover on Project Stages of Non-Governmental Organisations' Projects in Vavuniya District

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Abstract

This research examines employee turnover's consequences in the various stages of non-governmental organization (NGO) projects, including initiation, planning, execution, monitoring and controlling, and closing. Recently, the rate of employee turnover has increased due to several common factors such as individual ability and responsibility, marital status, job opportunities, organizational salary scale, cost of living, economic crises, and organizational culture and systems. This study employs a qualitative approach to explore how employee turnover affects each project stage. Data was collected using semi-structured questionnaires and individual discussions conducted in person and online, resulting in 27 responses. The study finds that employee turnover impacts various stages of a project. The research found the impact level in the execution, planning, monitoring and controlling, closing, and initiation stages. The study's limitations include focusing on NGOs in the Vavuniya district only. The researcher recommends that NGOs and future researchers consider employee expectations when implementing projects, and the NGOs should prioritize project phases based on employee turnover. Furthermore, they should implement preventive and corrective actions to mitigate the impact of turnover. This study concludes the research into the effects of employee turnover on the various stages of NGO projects. It lays the groundwork for future investigations and can be used as a practical guide to mitigate the effects of employee turnover.

Keywords: Employee turnover, Monitoring and controlling, Non-governmental organizations, Planning, Project stages

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