



Research Article

Factors influencing the intention to quit behaviour of Specialist officers (Agriculture) employed in public and private sector banks : A discriminant analysis approach

■ C. MURALIDHARAN AND R. VENKATRAM

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SUMMARY : This paper examined the factors influenced the intention to quit behaviour of Specialist officers (Agriculture) employed in public and private sector banks. Total sample size of 201 Specialist officer (Agriculture) form public sector bank and 51 private sector banks were selected and personally interviewed. Research results revealed that in case of all banks, compensation, job design, pay promotion and work stress were common factors that influenced the intention to quit behaviour. In case of public sector banks, compensation, career management, transfer, job design, pay promotion, work itself, supervisor, family situation, continuance commitment, health reasons and work stress were strong predictors. However, in case of private sector banks, compensation, work environment, job design, pay, promotion, peer pressure, achievement of loan targets, and work stress were influenced the intention to quit behaviour. Further, this study brought out the major HR challenges and issues faced by Specialist officer (Agriculture) in public and private sector banks. Finally, some important strategies were suggested to avoid the intention to quit behaviour of Specialist officer (Agriculture) employed in public and private sector banks.

KEY WORDS :

Intention to quit, Public sector banks, Private sector banks, Specialist officer (Agriculture), Discriminant analysis

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Author for correspondence :

C. MURALIDHARAN
Department of Agricultural
and Rural Management,
Tamil Nadu Agricultural
University, COIMBATORE
(T.N.) INDIA
Email: muraliabm@
gmail.com

See end of the article for
authors' affiliations