Stay or quit: IT Personnel turnover in Botswana

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Abstract

Information Technology (IT) has become a major driver of business functions of organizations. Recruiting and retaining competent IT personnel has become a key managerial function. A number of studies (especially in the developed world) have focused on IT personnel issues such as career orientations, recruitment, and turnover. This study contributes to the literature on IT personnel turnover intentions from a developing country perspective. The results of the study indicate that majority of the IT personnel either intend to leave their jobs for another or uncertain about whether or not to leave their jobs. Job satisfaction and growth opportunities are key influences on turnover intention. Career satisfaction, supervisor support, organization commitment, length of service, and age did not contribute significantly to turnover intention.