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Name of the Ph.D. Student: Seema Khurshid Qureshi

Name of the Ph.D. Supervisor: Dr. Amirul Hasan Ansari

Name of the Centre: Centre for Management Studies

Title of the Ph.D.: **“Work Motivation, Burnout & Intention to Leave: A Comparative Study of Managers at Different Levels in Garment Industry”**

### **Summary**

It is essential to increase overall efficiency of employees to improve performance of an organization. While machines, processes, and technology of high order can be made available to the individuals, but high efficiency and productivity can be achieved only if employees are highly motivated to work towards the attainment of the goals of the organization.

To retain employees in their organization it becomes very important for managers to check that whether their employees have high work motivation or not because it is assumed that work motivation & burnout are related to each other which then can influence an employee's decision to leave.

The present investigator has made an attempt to assess the relationship between work motivation, burnout and intention to leave of the three levels of managers in garment industry in Delhi and NCR. For the purpose of the investigation, the researcher made use of convenience sampling method to draw a representative sample of managers in garment industry in Delhi and NCR. Thus, a sample was drawn from 60 garment export houses of Delhi and 40 of NCR. The sample size comprises of 234 respondents consisting top level managers (N=55), middle level managers (N=82), lower level managers (N=97).

The data thus collected by using the above questionnaires were treated with the multiple regression analysis.

The analysis revealed that for the top level managers their total work motivation is influenced by emotional, mental, social and physical burnout but all these dimensions have no influence on their intention to leave the current job as such the findings have revealed that top level managers leave their current jobs only for better prospects and growth.

Further, the analysis of the data for the middle level managers, revealed that their total work motivation is influenced by mental and social burnout but among these dimensions of burnout mental burnout has a vital role in their intention to leave the organization.

Moreover, the analysis of the data for the lower level managers, revealed that their total work motivation is influenced by emotional, mental and social burnout but among these dimensions of burnout social burnout and also total burnout plays an important role in their intention to leave the organization.

Lastly, the analysis of the data for the overall sample of the managers, reveal that the total work motivation of the overall sample of managers of the garment industry is influenced by mental burnout and social burnout but social burnout prompts managers to leave their current job.

In nutshell we can interpret from our findings that it is the mental burnout which has an impact on the total work motivation as well on the intention to leave decision of the all levels of managers of the garment industry.