



ABSTRACT

It is easy to lose something that we do not give importance. The same is true with people. With the current competitive environment organizations seek to find ways to retain the best of its labor forces. To able to keep the best people it is important to understand what satisfy them and what doesn't. This paper seeks to identify the factors that influence job satisfaction of employees likewise its influence to employee turnover intentions. Survey questionnaires were distributed and the data gathered were measured using Likert scale while other data were analyzed in averages, frequency and percentage, Chi Square test of independence and Ordinal Logistic Regression. In the case of Easytrip Services Corporation, factors including Contingent Reward, Communication, Supervision and Overall Job Satisfaction are significantly associated with Turnover Intentions. On the other hand, Contingent Reward and Nature of work are significantly related to Turnover Intentions. Taking all the selected factors into considerations, employees of Easytrip Services Corporations are in the neutral level of overall Job Satisfaction. Results further prove the inverse relationship between Overall Job Satisfaction and employee Turnover Intentions.