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HIGH PERFORMANCE WORK SYSTEM AND TURN OVER INTENTION: THE MEDIATING ROLE OF HAPPINESS AT WORK PLACE

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ABSTRACT

This paper is an effort to identify the relation between High Performance Work System and Turnover intention. Researcher wants to understand the mediating role of happiness at work place and its effect on the behavior and attitude of the employee for quitting the organization. The three pre-requisites of happiness at work place in the culture of any organization are, job satisfaction, employee engagement and organizational commitment. The effort is to draw an insight between the high-performance work systems and turn over intention while mediated by HWP. The paper is conceptual in nature, which includes literature review from various journals, reports and research papers. Researcher has also identified a few examples from the corporate world, which worked as a trigger point for the research work. The study tries to provide help in dealing with attrition rates and studying the behavior of employees in any organization.