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Topic of Research: Perceived Organizational Support, Workplace Spirituality, Job Embeddedness and Work Engagement in Relation to Turnover Intentions in IT Professionals

### **Finding**

Based on the finding of this study, it is concluded that that job embeddedness and work engagement are two important antecedents that can reduce the turnover intentions among IT professionals and consequently reduce their voluntary turnover. Factors such as supervisor support, co-worker support, monetary factors and human resource practices along with job related characteristics such as person-job fit can together help in binding the IT professionals to their work and to their organization. The IT companies should work towards reducing work pressures that could help these professionals to achieve work-life balance. By developing the culture of organizational justice and by providing sufficient career growth opportunities could embed these professionals on the job and improve the commitment and retention of these professionals. Moreover, supervisor support and co-workers support cannot be undermined in context of turnover intentions of IT professionals. The results also points out the importance of co-worker support for IT professionals retentions. Team cohesiveness and satisfactory relationships with team members satisfies the emotional needs of IT professionals. The results of this study also points out that salary also influences IT professionals' intentions to stay or leave the organization. Therefore, it can be concluded that job embeddedness and work engagement are important antecedents of turnover intentions among IT professionals.