The Moderating Effect of Technical Skills Training on Turnover Intentions among Information Technology Professionals in Hong Kong

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Statement of Originality

This thesis contains no material which has been accepted for the award of any other degree or diploma in any university or other tertiary institution and, to the best of my knowledge and belief, contains no material previously published or written by another person, except where due reference has been made in the text. I give consent to the final version of my thesis being made available worldwide when deposited in the University’s Digital Repository, subject to the provisions of the Copyright Act 1968.

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Wong Kwok Chou

15 June 2016
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Abstract

Owing to speedy expansion in developing information technology and stronger demand of practicing Hong Kong’s Information Technology professionals, different industrial sectors are most likely to employ and keep highly effective employees that broadly employing Information Technology (IT) enhances efficiency and productivity for sake of extending strategy of business growth (UNCTAD, 2010). In the light of sustaining relevant employers to keep talented employees, this research looks into the moderating effects of technical skills training influencing monetary motivation, affective commitment and pay satisfaction in relation to turnover intentions of Hong Kong’s Information Technology professionals. To address the researched issues on IT professionals’ turnover intentions in relation to key literature, seven research questions and seven hypotheses are developed to examine key factors affecting turnover intentions of employees. A descriptive, cross-sectional quantitative approach is adopted to gather data for Hong Kong’s IT professionals. There is a total of 2000 professional class members from Hong Kong Computer Society invited to join in the research. Data are gathered from 304 professional members of Hong Kong Computer Society via online anonymous survey. Findings indicate that both pay satisfaction and affective commitment adversely influence the turnover intentions whereas monetary motivation does not influence adversely the turnover intentions for Hong Kong’s IT Professionals.
Nevertheless, results of regression analysis indicate that technical skills training have significantly moderated the effect on relationships between monetary motivation as well as turnover intentions for Hong Kong’s IT Professionals. But, the technical skills training has not moderated the effect on the influence of pay satisfaction and affective commitment on turnover intentions. The contributions of this study to the current body of knowledge are given a deeper understanding of essential factors that affect the turnover rate of Hong Kong’s IT professionals.