

The Impact of Money on Joining, Continuing and Leaving Behaviours of Employees of Selected Ghanaian Organizations

Abstract

The main objective of the study was to assess the impact of money on non-managerial and managerial employees' joining, staying and leaving behaviours of selected Ghanaian organizations. The survey research design was used for the study. Primary data was collected using a well structured questionnaire administered on 150 non-managerial and managerial employees of selected organizations in the Greater Accra Metropolis. The ANOVA test of independence, the T-test of independence and correlation were used in testing the hypotheses. The study revealed that employees have different views as to the reasons why they stay in, or leave their organizations. It was revealed that money significantly influence employees staying or leaving organizations. The study showed that money is a motivator at work; both the symbolic and instrumentality meaning of money revealed its influence to motivate, energize and direct employment decision and its important role in an organization's ability to attract and retain qualified, high-performance workers. A major limitation of the study is that, due to financial constraints, it was conducted in only few organizations in one region. Therefore, the findings may not be described as a reflection of the general state of affairs in other organizations in the country.

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