

## MANAGERIAL INTEGRITY AND EMPLOYEE TURNOVER INTENTION IN FAST FOOD AND RESTAURANT FIRMS IN PORT HARCOURT

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### ABSTRACT

The primary objective of this study is to investigate the empirical relationship between managerial integrity and employee turnover intention in the fast food and restaurant sector. The heightened need to explore manager behavioural disposition that channels employee attendant behaviour underscore the study. The study adopted the cross-sectional survey approach therefore had through a structured questionnaire instrument generated data from a sample of 138 respondents. The survey instrument showed internal consistency with Cronbach alpha value of 0.81. the data generated were analyzed using the multiple regression and from the coefficient result of  $R = 0.587 @ P < 0.10$ , it showed that a strong and significant relationship exists between managerial integrity and employee turnover intention in the studied fast food and restaurant firms. It was concluded from the findings that managerial integrity in terms of authenticity, reliability and constructiveness determines employee turnover intention in firms. Based on these findings, it was recommended that manager should improve on their psycho-social assets that instills employee confidence in the employment contract.

**Keywords:** Managerial integrity, Authenticity, Reliability, Constructiveness, Voluntary turnover, involuntary turnover.