

## ABSTRACT

This study explored the influence of intrinsic & extrinsic factors on employee retention acting as a mediating variable. As most organizations want to retain their best employees and sustain their organizational performance, this exploration attempts to add the knowledge of influence of intrinsic and extrinsic factors on retention at distt: Badin. Intrinsic factors include (supervisor support, flexible work hour) & extrinsic factors (training, work environment, salary & fringe benefits) used as the independent variables.

In this study dependent variable (employee retention), was measured by using the Questionnaire. A quantitative research method was used to investigate the extent at which intrinsic & extrinsic factors predict an employee's intention to quit their job. The data were collected through a questionnaire & take random sample of 135 employees within the private organization of disst: Badin. Study result was obtained from the observed data by using the Pearson correlation coefficients, which specified the significant relationships between intrinsic & extrinsic factors and retention. It was found that employees' intrinsic & extrinsic concern influenced the extent of employees' intention to quit. Furthermore, Pareto chart help to analysis both intrinsic & extrinsic factors are the strongest predictor of employee retention