



REVEALING THE IMPACTS OF GROWTH MINDSET AND EMPLOYEE DEVELOPMENT ON TURNOVER INTENTION

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ABSTRACT

Retaining human capital has become an essential subject in Human Resource Management (HRM). The purpose of this study is to explore the impact of employee development, represented by training and promotion, on growth mindset, empowerment, job security and turnover intention among workers in the Indonesian garment industry. A survey was conducted using 2,580 participants who work in the Indonesian garment industry. The data was analysed using a Structural Equation Model (SEM) with Lisrel 8.8. The results indicated that employee development had a positive impact on workers' growth mindset and empowerment, which could lead to a decrease in turnover intention among workers in the garment industry. This study also found that employee job security had a negative impact on turnover intention. And finally, it was found that employee development was unable to increase and or reduce job security perceived by employees. This could be a significant input towards human resource (HR) development in Indonesia. The findings are expected to provide beneficial suggestions for management in the garment industry. By using HR practices that focus on job security, balanced with employee development, companies will effectively retain its employees/workers.

Keywords: employee development, growth mindset, empowerment, job security, turnover intention, garment workers

