

Effects Of Discrimination in The Workplace on Turnover rate

ABSTRACT

Discrimination has been identified as a significant risk factor for employee turnover and organizational performance. Discriminatory encounters may behave similarly to other pressures in that they trigger physiological responses that accelerate turnover. The purpose of this conceptual literature review is to summarize the past studies on discrimination and turnover rate and to analyze the impact of workplace discrimination on job satisfaction and turnover intentions. This paper used to systematically examine English-only research retrieved from the Emerald, Science Direct, and Universiti Malaysia Sabah (UMS) databases. This study found that both females and males experienced gender discrimination in the workplace. The lower the workplace discrimination the lower turnover rate in an organization. This study points out limitations in the available evidence and makes recommendations for future research into the relationship between discrimination and turnover rate.