

# The Impact of Interactional Justice on Turnover Intention in The ICT Industry

## Abstract

The aim of this study is to determine how interactional justice affects employees' turnover intention from the Information and Communication Technology (ICT) industry. Data from 231 ICT personnel were collected for this study using a simple random sample technique. The results demonstrated that interactional justice had a significant impact on employees' in the ICT industry ( $\beta = -.732$ ;  $t = -16.268$ ;  $p = .000$ ). Therefore, it is anticipated that turnover intention will diminish as interactional justice increases. In the meanwhile, this study addresses the issue of the lack of Malaysian ICT workers as well as strategies for keeping people in the sector.