

# Influence of Age, Salary and length of service on Affective Commitment and Turnover Intent of Insurance Employees in Ado-Ekiti, Ekiti State

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## **ABSTRACT**

This study examined influence of age, salary and length of service on affective commitment and turnover among insurance employees in Ado Ekiti. One hundred and five insurance workers participated in the study. Five hypotheses were generated and were tested using Univariate Analysis of Variance, One way Analysis of Variance(ANOVA) and independent t-test. Result revealed that age did not influence affective commitment ( $F(2)_{104} = 2.12, P > 0.05$ ) whereas age influence turnover intent ( $F(2)_{104} = 11.85, P < 0.05$ ) salary influenced affective commitment ( $F(2)_{104} = 4, P < 0.05$ ) salary also influenced turnover intent [ $F(2)_{104} = 7.02, P < 0.01$ ], length of service was reported to influence affective commitment [ $F(3)_{104} = 2.39, P < 0.05$ ], it also influenced turnover intent [ $F(3)_{104} = 4.47, P < 0.05$ ]. Gender was reported to have no significant influence on affective commitment [ $t_{103} = 1.22, P > 0.05$ ], and turnover intent [ $t_{103} = -0.88, P > 0.05$ ]. This study was reported an interactive influence of gender, age and length of service on affective commitment [ $F(3)_{104} = 3.25, P < 0.05$ ], but according to this study age, gender and length of service did not interact to influence turnover intent [ $F(3)_{104} = 0.28, P > 0.05$ ]. Results were discussed in line with the hypotheses and useful recommendations suggested.

**Keywords: Affective Commitment, Turnover intent, Salary, Length of service and age**