

عنوان مقاله:

Effects of Organizational and Personal Factors on Intention to Stay with Organizations among the Workers of a Cement Company Using Structural Equation Modeling

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خلاصه مقاله:

Background & Aims of the Study: Management and leadership style is one of the characteristics that can be of great help to organizations in the competitive world of industries and organizations. On the other hand, individual factors can also play a decisive role in organizational issues. In competition with other organizations, the retention of human resources which is a daunting challenge for numerous organizations is also regarded as a competitive organizational advantage (8). The present study aimed to determine the role of organizational and individual factors on employees' intention to stay with an organization in one of the cement factories in southern Iran in 2018. **Materials and Methods:** The present cross-sectional descriptive-analytical study 142 participants who were randomly selected from among all operational workers on fixed day shifts and rotational shiftwork. Data collection tools included the following questionnaires: a researcher-made demographic form, body map, the intention to stay questionnaire, safety leadership questionnaire developed by Tabibi, and paternalistic management scale designed by Cherry. The obtained data were analyzed in LISREL and SPSS software (version 20) using descriptive and analytical methods, as well as structural equation modeling. **Results:** The used instruments were reported to be reliable rendering a Cronbach's alpha coefficient of > 0.7 . The results of the body map questionnaire demonstrated that 31 (23.9%) employees reported pain in the lower back as painful and very painful, which was higher than pain scores in other parts of the body. Moreover, paternalistic management, safety leadership, and stress did not show a significant effect on the variables of authoritarianism, musculoskeletal disorders, and the intention to stay, respectively ($P > 0.05$). **Conclusion:** As evidenced by the obtained results, when people in authority assume a paternal role in organizations and receive the expected responses from their subordinates, they will witness a remarkable decrease in employees' intention to leave their present organization.

کلمات کلیدی:

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