

عنوان مقاله:

The Role of Organizational Silence & Organizational Mobbing on the Turnover Intention

محل انتشار:

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خلاصه مقاله:

Background: The main purpose of this study was to analyze the impact of organizational silence and mobbing on turnover intention. Method: The statistical population of this study was ۳۸۶ employees of Payam-e-Noor University of Kermanshah. In order to determine the sample size we have applied Morgan table and consequently ۱۹۱ employees have were selected as sample members by random sampling method for the first half of ۲۰۱۸. The data collection tool was a standard questionnaire in this area. Validity (content, convergent, divergent) and reliability (loading factor, composite reliability, Cronbachchr('۳۹')s alpha) of questionnaire indicate that measuring instruments have good reliability and validity. The results of hypotheses test by SMART-PLS software and using t-test statistics. Results: Path coefficients (β) indicate that organizational silence have strong, direct and significant influence on mobbing. Mobbing have strong, direct and significant effects on turnover intention and organizational silence have weak, indirect and significant effects on turnover intention. On the other hand, mobbing can play moderator role in influence on organizational silence and turnover intention. Conclusion: Despite the design model, it can be expected that the .university can reduce the level of job leave due to the variables of organizational silence and organizational mobility

کلمات کلیدی:

.Organizational silence, Organizational mobbing, Turnover intention

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