

عنوان مقاله:

The Relationship between Organizational Happiness and Job Motivation with Turnover Intention of Health Centers Staff

محل انتشار:

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خلاصه مقاله:

Background: Understanding the factors affecting turnover intention as one of the challenges of health care organizations is vital to retain employees. This study aims to investigate the relationship between organizational happiness and job motivation with turnover intention of health centers staff. Methods: This descriptive-analytical correlational study was conducted on ۱۴۸ employees of health centers according to Cochran formula by convenience sampling method in Chaharmahal and Bakhtiari province in the first half of ۲۰۲۰. Data were collected using three standard questionnaires including organizational happiness, Herzberg's job motivation questionnaire (۱۹۵۹), and turnover intention. Statistical analyses were done by descriptive and analytical statistics using SPSS v.۲۴. Results: There was a significant relationship between the mean score of organizational happiness and job motivation with turnover intention ($P < ۰.۰۰۱$). A significant relationship was also found between the mean score of employees' organizational happiness and turnover intention ($r = ۰.۵۰۶, p > ۰.۰۰۱$). The results showed a significant relationship between the mean score of employees' job motivation with turnover intention ($r = ۰.۵۰۶, p > ۰.۰۰۱$). Conclusion: Organizational happiness and job motivation are directly and positively related to turnover intention. It is suggested that relevant authorities strengthen the areas of fostering organizational happiness and job motivation of health workers to provide a stronger basis to reduce their turnover intention. Corresponding Author: Azam Alavi View Orcid in Profile You can search for this author in PubMed & Google Scholar Profile

کلمات کلیدی:

Organizational, Happiness, Motivation, Turnover Intention

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