

عنوان مقاله:

Explain the factors influencing employee turnover intention of Islamic Azad University, Rasht Branch (With an emphasis on Leader-member exchange, Organizational identification and Collectivism-oriented HRM)

محل انتشار:

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خلاصه مقاله:

The purpose of this study is to examine the relationship between Leader-member exchange and employee turnover intention of Islamic Azad University, Rasht Branch with the mediation effect of Organizational identification and moderation effect of Collectivism-oriented HRM. Collectivism-oriented HRM is considered the innovative aspect of this research because ignored in researches. The population includes all of Islamic Azad University, Rasht Branch personnel who were 241 people and among them, 149 people were selected as the study sample by using Cochran's formula and convenience sampling method. For Data analysis and hypothesis testing, were used Pearson correlation by SPSS 19 software and path analysis by LISREL 8.53 software. The Results show that there is a significant positive relationship between Leader-member exchange and Organizational identification. Also there is a significant negative relationship between Organizational identification and turnover intention. Moreover, collectivism-oriented HRM (C-HRM) moderates the relationship between Leader-member exchange and organization identification. But this moderating effect is not very effective.

کلمات کلیدی:

Leader-member exchange, Organizational identification, Social identification, Collectivism-oriented HRM, Turnover intention

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