

عنوان مقاله:

The effect of organizational loads on work stress, emotional commitment, and turnover intention

محل انتشار:

مجله بین المللی رهبری سازمانی، دوره 6، شماره 2 (سال: 1396)

تعداد صفحات اصل مقاله: 11

نویسندگان:

Serhat ERAT - *Gebze Technical University, Kocaeli, Turkey*

Hakan KİTAPÇI - *Gebze Technical University, Faculty of Business Administration, Kocaeli, Turkey*

Pınar ÇÖMEZ - *Adana Science and Technology University Faculty of Business, Turkey*

خلاصه مقاله:

In the success of institutions, the peace and quality of the business life of human resources play an important role. The organizational load on employees can affect both individual and organizational stress, their turnover intention, and emotional commitment. Therefore, institutional stress and commitment have become the subject of many studies. In this study, we investigate the effects of responsibility load and workload on work stress, emotional commitment, and turnover intention, using a sample that consists of academics employed in state universities in Turkey. Data analyzed in this study were collected via questionnaires from the academics (n = 1043). The results indicated that workload and responsibility load affect work stress; work load and responsibility load affect emotional commitment; .and work load affects turnover intention, while responsibility load has no effect on it

کلمات کلیدی:

Responsibility Load, Workload, Emotional Commitment, Turnover Intention, Work Stress

لینک ثابت مقاله در پایگاه سیویلیکا:

<https://civilica.com/doc/992281>

