

# Explaining the Tendency to Stay at the Organization Due to Structural Empowerment in Rasht Education and Training Office

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**Abstract** There is no doubt that organizations always tend to maintain their highly qualified and experienced personnel. Literature reviews suggest that employee empowerment can play an effective role and occupational burnout can have a destructive role in this regard. Therefore, the aim of this study is to examine the effects of structural and psychological empowerment of employees on their tendency to stay at the organization according to the mediating role of employees' occupational burnout of Rasht Education and Training Office. The current study is a descriptive study and an applied regarding the purpose. The sample included all employees of the Department of Education and on and two districts of Rasht in sum of 470 people, who were selected 210 subjects through nonprobability sampling. Data were collected in a field study by questionnaire. Reliability was tested by Cronbach's alpha coefficient and face validity was used to confirm the validity. In order to analyze the data, the partial least squares method in SmartPLS V.2 software was used. The results demonstrated that structural empowerment has a significant positive effect on psychological empowerment. As well as, employees' psychological empowerment, in turn, has a significant positive effect on their tendency to stay at the organization, while it has a negative effect on occupational burnout. Other results indicated that occupational burnout may reduce their tendency to stay at work.

**Keywords :** Key words: Tendency to Stay, Structural Empowerment, Psychological Empowerment, Occupational Burnout

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