
The Effects of Loneliness on Employees' Commitment and Intention to leave in the Tonekabon city Health Center

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Organizations, social life and its sustainability is a strong link between its constituent components and depends on factors . With increasing competition and developing the human resource development methods; Organizations are trying To retain their talented employees And empower them so They can exhibit high performance The aim of this study was The Effects of Loneliness on Employees' Commitment and Intention to leave in the Tonekabon city Health Center. This research is a fundamental research - Applied And the type of descriptive study was conducted on 205 employees of the Branch Health Network. The results showed that loneliness at work on employee engagement in city Branch Health Network is effective. The results of the study is that Component alone (alone emotional and social companionship) Significant impact on staff turnover is going. Based on the results of this study Organizational commitment as an effective factor in the decision to leave the organization used, Even with the influence of organizational commitment and job satisfaction can be more stable in the decision to leave the organization operates. Leaving the organization has direct and indirect costs for the organization and It also indicated it would be left to managers. Keywords: Alone at work, Commitment, social companionship, desertion, City Branch Health Network

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