

The Role of Job Satisfaction and Job Stress in the Relationship Between Turnover Intention and Creativity of Girls' High Schools Teachers in Rasht

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Abstract turnover , especially the specialized staff and valuable employee is One of the major difficulties of organizations. Managers and researchers, believed that, Job resign is more costly and problematic and its consequences are threatening the efficiency of organization.therefore,turnover Particular attention of researchers and managers has attracted. So that in the last century more than a few thousand research has been done on this topic. The main objective of this study ,the role of job satisfaction and Job stress in the relationship between turnover intention and creativity of girls' high schools Teachers in Rasht .this research is applied in terms of the goal and descriptive in terms of data collection. which the number is equal to 628 people. The number of samples in this study are 263 teachers. The researcher has distributed 290 questionnaires among teachers, which 281 questionnaires have been returned to the researcher.so The same number of the questionnaire was analyzed. To test the hypothesis of structural equation modeling was used. The result of research hypothesis showed that the creativity has a negative impact on turnover intention of girls high school teachers of Rasht . Job satisfaction, has a negative impact on job stress of girls high school teachers in Rasht . Creativity , has negative impact on the job stress of girls high school teachers of Rasht . Job satisfaction, has a negative impact on turnover of girls high school teachers in Rasht. Job satisfaction has a mediating role in the relationship between stress creativity and job stress of girls high school teachers in Rasht . Job satisfaction has a mediating role in the relationship between stress creativity and turnover intention of girls high school teachers in Rasht .job stress has a mediating role in the relationship between stress creativity and turnover intention of girls high school teachers in Rasht. job stress has a positive impact on turnover intention of girls high school teachers in Rasht.

Keywords : Key words: turnover intention, job satisfaction, job stress, creativity, teachers.

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