

The Relationship between Job Stress, Dimensions of Job Burnout, Job Satisfaction and Intention to Leave the Job of Staff of the Ports and Maritime Administration of Guilan Province

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Abstract: The general purpose of this study was to examine the relationship between job stress, dimensions of burnout, job satisfaction and intention to leave a job. The research method is descriptive and its purpose is applied and the method of data collection is field and the tool is a questionnaire. In this research, the surveyed statistical community is the staff of the General Directorate of Ports and Maritime Affairs of Guilan province that is 520 people. The sample size was calculated to be 226 people that the researcher selected the community as a statistical sample through simple random sampling. Finally, the questionnaires were collected and the data were analyzed using SPSS 22 and smart pls 2 software. Data analysis showed that there was a significant relationship between dimensions of burnout and willingness to leave. Also, emotional exhaustion and depersonalization have a significant relationship with job satisfaction and there is a meaningful relationship between job satisfaction and the intention to leave a job. However, there was no evidence that confirms a link between job stress and individual inefficiency with job satisfaction.

Keywords : Stress, job craving, job satisfaction, individual inefficiency, emotional exhaustion, and personality deprivation

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