
the effect of satisfaction of education on Turnover intention due to the role of work dependency in the staff and managers of the Guilan University of Medical Sciences

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Turnover intention, is one of the key concepts in organizations and motivational theories. Job attitude plays a very important role in employees' satisfaction and expectations. When employees are reluctant to do their jobs, then the quality of service in that organization is weak. Therefore, the main goal of the research is the effect of satisfaction of education on Turnover intention due to the role of work dependency in the staff and managers of the Guilan University of Medical Sciences. This research applied about the goal and descriptive about data collection. The statistical population of the research is all employees and directors of Guilan University of Medical Sciences, which is 15315 people. The sampling method is available the non-probable sampling method. And the sample number is 554 people. The method of collecting data is survey and data gathering tool was a questionnaire. In this study, Cranach's alpha coefficient was used to measure reliability and to measure the validity was used the content validity which Values higher than 7.0 are obtained for all variables. All analyzes data collected was done through software SPSS and LISREL. confirmatory factor analysis and structural equation modeling was used To investigate the hypothesis. The results of the research hypotheses indicated that the satisfaction of education has a positive effect on affiliated work in the employees and managers of Guilan University of Medical Sciences . Also, the satisfaction of education has a negative effect on turnover intention in the staff and directors of Guilan University of Medical Sciences the next hypothesis indicate that affiliated work has a negative effect on turnover intention of employees and managers of Guilan University of Medical Sciences. Finally, in the last hypothesis of

the research, showed that satisfaction of education through affiliation to work has a negative effect on the turnover intention of employees and managers of Guilan University of Medical Sciences. s

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