

# **Investigating the Effects of Genuine Leadership and Organizational Commitment on Intention to Leave Jobs; Students Case Study of Future Bank of the North District**

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**The purpose of this study was to investigate the effects of authentic leadership and organizational commitment on the turnover intention of Ayandeh Bank employees in a 6-month period. The research method used in this research is a survey method. To accomplish this research, 173 questionnaires of Wallombah et al. (2008) in four dimensions with 12 questions, organizational commitment questionnaire (Alan & Mir, 1990) with 7 questions, the turnover intention questionnaire, Gotlib and Barraham (1999) with 3 questions, and Dickonink and Stewhel (2004) with 2 questions, were distributed among the staff sample of the Ayandeh bank in the northern region. Using Cronbach's Alpha method, to measure the reliability of the questionnaire and to analyze the data and generalize the results of descriptive statistics, the modeling of structural equations by the method of good fit and path analysis to test the fit of the structural model as well as the research hypotheses, using the software LISREL Has been. The results of the research showed that there is a relationship between genuine leadership and the intention to leave a job with the mediation of organizational commitment. Among the hypotheses, there is a relationship between authentic leadership and organizational commitment and confirmed by the standard coefficient (0.92) and showed that authentic leadership had a strong relationship with organizational commitment. Also, the second hypothesis exists between organizational commitment and turnover intention and shows a relatively strong effect (-52.5) and the hypothesis is confirmed. The third hypothesis between the of authentic leadership and the turnover intention with the mediation of organizational commitment with a standard coefficient (-0.41) showed a moderate effect. At the end**

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**of the proposal, the research findings were presented. Keyword: authentic leadership, Organizational Commitment, Job Satisfaction, turnover intention, Ayandeh Bank**

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