

Investigating the Relationship between Mentoring Performance and Turnover Intent Based on the Role of Mediating Perceived Organizational Support (Case Study: Employees of National Bank Branches in Guilan Province)

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Abstract The turnover intention key employees in organizations is one of the most important concerns of organizations that organizations can identify the causes and factors of leaving a job or service and apply effective policies and procedures to maintain and maintain efficient human resources because Manpower, the most important and valuable factor, is the various sources of production. Considering the importance of this issue, the present study seeks to answer the question whether between the mentoring performance (mentoring performance) and the intentions of leaving employees of the National Bank branches in Guilan province through organizational support There is a meaningful relationship between perception. This research is based on the type of applied target. Data gathering was a field method. A questionnaire was used to collect information. The statistical population of the study is 1159 employees of National Bank Branches in Guilan province. Sampling method In this study, random cluster sampling was probed. A sample of 274 individuals was obtained through the Cochran formula for a limited population. Cronbach's alpha was used to check the reliability of the questionnaire, which was more than 0.7 for all variables. Structural equations were used to analyze the data using SPSS software and 2 SMART PLS software. Of the four hypotheses presented in the research, three hypotheses were verified statistically. Approved hypotheses include the relationship between supervisory performance with perceived organizational support, between

perceived organizational support with the intention of the service, between supervisory performance with the intention to leave the service Through perceived organizational support) and the relationship between supervisory performance with the intention of the service was not confirmed. The most intense effect between supervisory performance with perceived organizational support and the lowest severity of the effect between supervisory performance and the intention of leaving the service was through perceived organizational support. Key words: Perceived organizational support, Mentoring performance, turnover intention

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