

# **To explain intention to leave the job due to job attitude and role conflict in Agriculture province of Gilan**

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**Abstract** The purpose of this research is to explain the intention to leave a job with respect to job attitude and role conflict in Jihad Agriculture of Guilan province. The statistical population of this research is 250 employees in Jihad-e-Agriculture province of Guilan province. The sample size is determined using the Morgan table of 148 people. The present study is based on the purpose of the applied type and in terms of data collection method, descriptive research and correlation type. The method of gathering information the field is a standardized information gathering tool based on Kim's research (2015). In this research, the questionnaire questionnaire consists of two parts. For analyzing the data, descriptive and inferential statistical methods are used and the data are analyzed using SPSS and amos software. The Kolmogorov-Smirnov test was used to test the normal variables. In order to study the causal relationships between variables, structural equations modeling is used. The validity of the research was assessed using content validity through respected teachers and experts. The reliability of the research was also measured using Cronbach's alpha method and it is confirmed that the alpha value is higher than 0.75 acceptable. The results showed that job satisfaction, organizational commitment, role conflict, psychological support and role ambiguity affect the intention to leave a job.

**Keywords :** Keywords: Vacation intention, Job rotation, Role conflict, Agricultural Jihad, Guilan Province.

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