

# **The effect of perceived organizational support and organizational learning culture on the Turnover intention through emotional commitment (Case Study: Offshore Offshore Officers, Siri Island Company employees in the Persian Gulf)**

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**Abstract** Considering that the intention to leave a job is to create harmful consequences for companies, especially when organizational posts are more specialized, it is important to maintain an effective workforce for the company's profitability and competitive ability. Based on this, the present research seeks to answer the fundamental question of whether perceived organizational support and organizational learning culture are influenced by the emotional commitment to discontinuing the employees of the Continental Offshore Company of Siri Island in the Gulf? And if so, how will it work? This research is based on the type of applied target and the method of data collection in that field. A questionnaire tool was used to collect information. The statistical population of this research is 1500 employees of the Continental Salt Officer Company of Siri Island in the Persian Gulf, and 308 individuals were sampled through the Kokuran formula for limited communities. **Sampling method** In this study, stratified random sampling was simple. 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 for analyzing data using SPSS and Smart Pls 2 software. the four hypotheses presented, three hypotheses were approved statistically and a hypothesis was not approved. Confirmed hypotheses are: (the effect of perceived organizational support on organizational learning culture, the

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**effect of organizational learning culture on emotional commitment, the effect of emotional commitment on the intention to leave a service), but the perceived organizational influence on affective commitment was not acknowledged. The greatest impact was on the effect of organizational learning culture on emotional commitment and the least impact intensity on the effect of perceived organizational support on organizational learning culture.**

**Keywords : Key words: emotional commitment, perceived organizational support, organizational learning culture, Turnover intention,**

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