

# **The relationship between transformational leadership style and tendency to leave with the mediator role of organizational commitment in employees of social security organization of Guilan Province**

Amir Arsalan Mosavat\*,

**The purpose of this study is to investigate the relationship between transformational leadership and turnover intention due to the mediation role of organizational commitment. This research is descriptive in terms of purpose application method. The statistical population of this study is 769 employees of the social security organization of Guilan Province and total number of sample is 251 according to the Cochran limited formula. The data gathering was questionnaire that distributed randomly and among 360 employees. Of those 264 questionnaires were acceptable and analyzed. For the final test of the mentioned questionnaires Cronbach's alpha method is used. The validity of the research tool was also confirmed by referring to the background of the research and the judgment of a group of managers and specialists. According to the supervisor's opinion, a structural equation model was used to test the hypotheses. And for data analysis, two software SPSS20 and SMARTPLS2 were used. The results of testing the hypotheses, implied confirmation of five hypotheses and rejected two hypotheses. It shows that there is no relationship between transformational leadership and turnover intention and also between organizational commitment and turnover intention. But there is a positive and meaningful relationship between transformational leadership and affective, normative and continuous commitment, and there is a negative and inverse relationship between affective and normative commitment and turnover intention.**

**Keywords : organizational commitment, turnover intention, transformational**

**leadership.**

[Islamic Azad University, Rasht Branch - Thesis Database](#)  
[دانشگاه آزاد اسلامی، واحد رشت - سامانه بانک اطلاعات پایان نامه ها](#)