
Impact of hours of unemployment on the desire to leave employees with moderated workforce management

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The main purpose of this study was to determine the effect of the unemployment hours on the desire to leave the workforce considering the role of moderating organizational employment status and staffing status. The research method was correlation-descriptive. The statistical population of this study was all employees of Post Office in Rasht (249 people). Using the method of all 219 employees of the post office of Rasht city were ed. The tool used in this research was the scale of the desire to leave the job, the status of the organization of employment, the status of the employee's job and the hours of unemployment. Using the hierarchical regression test, the hypotheses of the research were examined and the results showed that the hours of unemployment had a significant effect on the desire to leave the staff (Beta coefficient: 60/0); also the organizational employment status - the use of internal or external staff (coefficient Beta: 0.17) and staffing status - full-time and part-time employees (Beta coefficient: 0.22) moderate the relationship between hours of work and the desire to leave the staff. In total, the hours of unemployment, the organization's recruitment status and the job status of employees are able to accurately predict 48% of the changes in the desire to leave the workforce.

Keywords : hours of unemployment, the desire to leave the staff, the status of the organization's employment, the status of employees

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