

# **The influence of work-life fit and work-life interference On burnout and intention to leave among Guilan Provincial Social Security Employees**

shohreh karimi amirkiasar\*,

**Today, managers are keen to maintain their experienced and efficient forces. Specialist staff, loyal, consistent with the values and goals of an organization, are strong and committed to and committed to maintaining and maintaining organizational membership, of the basic and essential needs of any organization. Various studies have shown that the fit or interacting with working life of employees is considered an effective factor in the abandonment of turnover the organizations. The present study aimed to study the investigate the effect of work-life interference on the willingness to quit using mediation of job burnout among employees of social security organization of Guilan province that were The statistical population of this research. The statistical population of this study consists of 750 employees and 223 employees of the organization. The research method is descriptive and in terms of practical purpose. To determine the sample size, the Cochran formula has been used. The sampling method is available and the data collection method is background and the data collection tool is a questionnaire. The validity of the research variables is based on the convergence and divergence validity and its reliability is measured by load factor, Cronbach's alpha and hybrid reliability. The Kolmogorov-Smirnov test was used to determine the normal distribution of variables. Smartpls2 software is also used to test hypotheses. The result of the research hypotheses in the organization is that there is a negative relationship between work-life balance and job burnout. Also, there is a positive relationship between work and life in relation to job burnout, burnout and the desire to leave.**

**Keywords : intention to leave, burnout, work-life balance, work-life conflict**

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