

A study of the relationship among ethical climate, emotional exhaustion and turnover intention - a c

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ABSTRACT

Recently, corporate scandals have been more and more. This research dis-cusses the influence of ethical climate on the emotional exhaustion and turnover intention, and the influence of emotional exhaustion on turnover intention, and the role of emotional exhaustion between ethical climate and turnover intention. A to-tal of 300 were sampled to fill out the questionnaire, and the final valid sample was 251. The result show that ethical climate has significantly on emotional ex-haustion and turnover intention, and emotional exhaustion also has significantly on turnover intention, finally, emotional exhaustion has a partial mediator between ethical climate and turnover intention. The findings show that: (1) ethical climate has significantly on emotional ex-haustion and turnover intention; (2) emotional exhaustion also has significantly on turnover intention; (3) emotional exhaustion has a partial mediator between ethical climate and turnover intention. Based on the results of this study, recommendations for future research are proposed.

Keywords : ethical climate, emotional exhaustion, turnover intention

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