

# A study of the relationships among transnational corporation's employee job satisfaction, cultural intelligence and turn

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## ABSTRACT

With the competitive pressure in global environment, the management in companies tend to rely on the human resources and management tools. For an organization, high employee turnover results in the burden of personal costs. Therefore, companies tend to emphasis on the act of employees turnover. The purpose of research is to understand the relationships between job satisfaction and turnover intention in terms of the moderate variable of cultural intelligence. It will be a reference for cross-border companies. For the study, questionnaire was used. The sample consisted of 690 participants from international airlines in Taoyuan International Airport and the employees in international hotels. After the statistical analysis, the results show that there was a negative relationship between job satisfaction of employees in cross- border companies and turnover intention. However, there was no significant relation between cultural intelligence and turnover intention. Furthermore, the cultural intelligence will be no moderating effect on job satisfaction and turnover intention.

Keywords : job satisfaction、 cultural intelligence、 turnover intention

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