

A Study of the Relationship for the Organizational Change Recognition, Job Stress and Turnover Intention - The Mu

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ABSTRACT

In this study, we tried to research the relationship among organizational changes, job stress and turnover intention, by sending out 480 copies questionnaires by random to the staffs of four multinational banks, 381 questionnaires returned, the valid questionnaires returned is 325. This research used SPSS15.0 and hierarchical regression and other statistical tools to analyze the data, the results are as follows: 1. The frequency of changes has a positive effect on the job stress. 2. The impact of changes has a positive effect on job stress. 3. The planning of changes has a negative effect on job stress. 4. Job stress has a positive effect on turnover intention. Based on the above findings, the main suggestions of this study are as below: First, the decision-making managers should be well-prepared and provide transparent detailed description of the plans before implementation to reduce employees' concerns and stress of organizational changes. Second, managers can use communication, education, inspiration, improving the working environment and to change the leadership in order to promote employees' harmony, go with organizational restructuring to reduce employees turnover intention.

Keywords : organizational changes, job stress, turnover intention

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