

# RELATIONSHIP BETWEEN ORGANIZATIONAL COMMITMENT AND TURNOVER INTENTIONS OF ACADEMICIANS

Özgün Parasız, Mustafa Koç, Ebru Ilgar, Mustafa Yaşar Şahin

## Abstract

*In this study, it is aimed to determine the level of organizational commitment of academicians working in Department of Physical Education and Sports and identify its relationship with the intention to cease of employment. Organizational Commitment Scale, consisting of 18 questions, developed by Meyer and Allen (1997) and Scale of Intentions to Leave developed by Rosin and Korabik (1995) have been utilized on 143 academicians chosen via random sampling method in this relational screening model research. Result of the research has shown that sub-dimension of Emotional Commitment of academicians' constitutes the core element and intention to leave is low. Variables of gender and marital status are found to have no effect in the relationship of organizational commitment and intention to leave. On the other hand, academicians with an administrative role display a meaningful difference. In regards with the correlation results within the scales, there is a negative and mid level relationship between emotional commitment level and intention to leave, and a negative and low level relationship between level of normative commitment and cease of employment.*

**Key words:** Organizational Commitment, Intention to Leave, Academicians