ANALYZING THE RELATIONSHIP BETWEEN WORK ENGAGEMENT AND INTENTION TO LEAVE JOB BY STRUCTURAL EQUATION MODELING (A RESEARCH ON PHARMACEUTICAL WAREHOUSES IN THREE EASTERN PROVINCES OF TURKIYE)

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Abstract

It is argued that positive physical, cognitive and emotional attitudes of employees toward their jobs affect their work success positively in contemporary business organizations. The objective of this study is to investigate the relationship between work engagement of employees and their intentions to leave job in a pharmaceutical warehouses in three eastern provinces of Turkiye. The universe of the survey consists of pharmaceutical warehouses in Diyarbakır, Batman and Siirt provinces. The sample of the survey is composed of 279 employees. The results indicate that work engagement predict intention to leave the job significantly and negatively. 24% of the variance in intention to leave job is predicted by employees' work engagements. Dedication dimension of work engagement has a negative effect on intention to leave job. 40% of the variance in intention to leave job is predicted by dedication. But work fanaticism dimension of work engagement does not predict intention to leave job. The stated relations also analyzed by SEM. SEM model also support the regression analysis results. Managers should select employees who have high potential to dedicate for job and they should support employees to develop dedication behaviors if they want to decrease turnover rate.

Key words: Work engagement, intention to leave job, pharmaceutical warehouses, Structural Equation Modeling