Effects of Role Conflict and Organizational Commitment on Turnover Intentions

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Abstract
This research aims to examine the impact of the incompatibility of job responsibilities, i.e., role conflict, and to assess the influence of employees’ organizational commitment on turnover intentions. Role conflict is assumed to be correlated with turnover intention. However, it is necessary to clarify the mutual relationship between role conflict and organizational commitment. Additionally, much more research must be conducted to reveal the means by which role conflicts may reduce. In this study, we discuss the antecedents of role conflict on the basis of the results of multiple regression analysis. The affective commitment scale and the continuance commitment scale were used to measure the construct of organizational commitment.

Key Words: Role conflict, organizational commitment, affective commitment, continuance commitment

JEL Classification: M 10, M12, M 54

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