

Job insecurity, Burnout and Intention to Quit

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Abstract

This study examines the impact of job insecurity on intention to quit among Syrian private banks employees. Moreover, the mediating role of burnout in the relationship between job insecurity and intention to quit is investigated. A total sample of 172 employees is selected. The research findings indicate that there is a significant positive impact of job insecurity on both job burnout and intention to quit. Additionally, increased levels of burnout significantly affect intention to quit. Finally, the relationship between job insecurity and intention to quit is fully mediated by burnout.

Keywords: Job insecurity, Job Burnout, Intention to Quit