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Research Article

Impact of Job Satisfaction on Turnover Intention and Mediating Effect of Work Family Conflict

Rafia Sultana^{1*}, Muhammad Hussain¹, Muhammad Afzal¹, Syed Amir Gilani²

¹Nursing Department, University of Lahore, Pakistan

²Allied Health Sciences, University of Lahore, Pakistan

Abstract

Background: With the change in organizational setup from old to the new advance picture turnover intention has also been surprisingly increased. Both the work as well as family has great influence on the job satisfaction. The main concern of this study is to assess the impact of turnover intention affected by the job satisfaction which is thought to be an important factor that can be address. The job satisfaction that form the bases of this phenomena is thought to be a main tool for the measurement of turnover intension. Turnover intention and deficit in job satisfaction lead to the result of burn out. **Methodology:** This was a descriptive cross sectional study design for the assessment of job satisfaction on turnover intention and the meditational role of work family conflict. **Results:** According to this study there is a significant relation between job satisfaction and the turn over intention and the main thing which affect them is the work family conflict. By the high level of job satisfaction JS turn over intention can be minimize or eradicated. Work family conflict has negative effect of the employee job satisfaction JS that cause increase in the turnover intention but the nurses as well as other employee who try to maintain balance between work and family role achieve maintained level of job satisfaction. Study findings will help to understand the role of work family conflict in the regard of job satisfaction and turnover intention.

Keywords: Job satisfaction (JS); Turnover intention (TI); Work family conflict (WFC); Relationships among

Introduction

Most important features of any individual adult are the family and their work both are interrelated as well if any of them become affected other one affected as the same on the other hand this effect can be positive and negative as well these two are not only collateral with each other but also with the other important feature of life like human behavior as by creating emotional as psychological consequences. These two also affect one's job satisfaction and the turnover intention also. As the number of turnover intention is being significantly growing its main cause need to be discussed it may be the deficit job satisfaction as well as family conflict.

Work family conflict occur when a person cannot maintain equilibrium between work and family needs either that are

work demand or social interaction. We can say it as misbalancing state of the work demand and the demand of family where two roles are over lapping each other.

Turn over intention is an idea or planning to leave any position or organization it may be as the result when a person find some other position or organization much better then present one or also due to the incompatibility between demands of an organization and the demand of individuals. This may cause stress among the individuals.

Turnover intention is resulted into job dissatisfaction among the employees as if the work environment is not comfortable it may create stress, tension, it may interrupt family life and cause imbalance between work and family that may result in to dissatisfaction

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^{1*}Corresponding author

Rafia Sultana,
Nursing Department, University of Lahore, Pakistan
Email: rafiashahzad1974@gmail.com

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As the turn over intention resulted by the employee dissatisfaction because of the work environment if the work environment is stressful, tense, and demanding may family role that again cause misbalancing state between work family and job that cause dissatisfaction and resulted into turnover. (Lu & Gursoy, 2016). Turn over intention may be measured as handling job dissatisfaction of a person that where his or her defense mechanism stands and enable him to cope with this (Apostel, Syrek, & Antoni, 2018).

Relationship of turn over intention and job satisfaction:

Job satisfaction is a state of equilibrium between feeling of achievement of the employee and employee drives towards and organization goals. The relationship of employee and organization is vital for any organization as the work performance is the main focus of any organization so it is essential for the organization to give priority to the employee job satisfaction. High level of employee commitment resulted in high level of job satisfaction as well as it will decrease the level of turn over intention. So it's very important for any organization to keep its employees well satisfied. In case any employee is not satisfied with his or her job it must be deal with the ethically (Valentine & Fleischman, 2018)

Relationship between work family conflict and turnover intention

When imbalance exists between the work and personal life demands it will lead to increase in the stress and perceived burden and conflicts will be raised and ultimately will leads towards job dissatisfaction this is called work family conflict. In the last few years work family conflict and the job turn over intention have not being much studied these two areas stay too far from the detailed research (Mahdi et al., 2012). work family conflict WFC also associated with poor health out come along with the turnover intention as well (Cheng et al., 2018).

Relationship between work family conflict and job satisfaction

Work family conflict creates negative effect on the individual as well as organization e.g. if the employee is dissatisfied with his job it will leads to poor work performance, develop turnover intention and finally cause burn out and, this imbalance is considered as the job stressor and demands (Mahdi et al., 2012). Work family conflict not only badly effect job satisfaction but also effect the relationship with the colleagues and the social life as well (Havens, Gittell, & Vasey, 2018).

Objectives

1. To investigate significant relationship between turnover intention and the job satisfaction.
2. To what degree work family conflict mediate turnover intention.

3. To discuss meditational effect on work family conflict on the relationship between job satisfaction JS and turn over intention.

Method

A descriptive cross sectional study design was used for the assessment of job satisfaction on turnover intention and the meditational role of work family conflict. Data was analyzed by using SPSS version 20, a statistical computer software. As this was a descriptive study descriptive statics were obtained by the SPS software. Data was collected from 133 participants of Lahore General Hospital and Doctors Hospital Lahore by the means of self-administered questionnaire and the participant were selected for the study by using convenient method and the sample size was 133.

Problem Statement

Pakistan is a developing country which has many health related issues one of them is the shortage of clinical nurses this shortage is due to the heavy work pressure and burden which cause them to put extra efforts and conduct overtimes many physical and psychological problems even the effect is also on the family as well all this lead to the decreased job satisfaction which result absenteeism, low work performance and in the last increase turn over intention. This over burden also being effecting nurses family role which create a misbalancing state between job satisfaction and work family that came in to front in the shape of work family conflict.

Significance

This study is in the domain of impact of job satisfaction on turnover intention mediating role of work family conflict will increase knowledge regarding all these issues. It will also be the source of learning platform for the future researches about the areas of job satisfaction, turnover intention and the work family conflict. As there is a strong need to discuss all theses this will also help for the organizational administration to set such polices and strategies that would be help full in improving job satisfaction and eradicate that cause turnover intention. As this research will also be the source of deep sense of work family conflicts this will also help in developing the sense of compatibility with the work and family conflicts.

Results

Gender

Table 1 shows that the data was collected from the both genders male and female total male percentage 26.32% and female 73.68%.

Age

Table 2 shows that the participants were of different age group those of 20 – 25 were 38.83 % above 25 -30 57.145% and above.

Marital Status

Table 3 shows that the participants were of different marital status single are 30.08% married 49.62% , divorced 12.78% and widow 7.519%.

Experience of The Employee

Table 4 shows total experience of the employee 32.23% of the 1-5 year 45.08% of 5-10 years 14.29% of 10-15 years and 7.5195 of above 15 years.

Level of Education

Table 5 shows different level of qualification of the participants 23.31% of general nursing, 44.36 % of midwifery nursing, 15.045 of specialization and 17.20 of post RN.

Table 1: Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	35	26.3	26.3	26.3
	Female	98	73.7	73.7	100.0
	Total	133	100.0	100.0	

Table 2: Your Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-25year	41	30.8	30.8	30.8
	25-30year	76	57.1	57.1	88.0
	30-35year	16	12.0	12.0	100.0
	Total	133	100.0	100.0	

Table 3: Marital status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Single	40	30.1	30.1	30.1
	married	66	49.6	49.6	79.7
	Divorced	17	12.8	12.8	92.5
	widow	10	7.5	7.5	100.0
	Total	133	100.0	100.0	

Table 4: Duration of being at the job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-5year	43	32.3	32.3	32.3
	5-10year	61	45.9	45.9	78.2
	10-15year	19	14.3	14.3	92.5
	above15year	10	7.5	7.5	100.0
	Total	133	100.0	100.0	

Table 5: Level of Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	general-nursing	31	23.3	23.3	23.3
	Diploma and specialization	59	44.4	44.4	67.7
	specialization	20	15.0	15.0	82.7
	Post RN	23	17.3	17.3	100.0
	Total	133	100.0	100.0	

Demands of my work interfere with my home and family life

Table 6 shows that the 1.504% were strongly disagree 9.774% disagree 48.12% agree and 40.60 % strongly agree.

The amount of time my job takes up makes it difficult to fulfil family

Table 7 shows the percentage of participant ranging from strongly disagree that is 1.501% to strongly agree which is 33.08%

My job produces strain that makes it difficult to fulfil family duties

Table 8 shows percentage of the participants those are strongly agree 29.32% those are strongly disagree 4.511%

in the regard of their job produce strain that make if difficult to fulfill family duties.

Due to work-related duties, I have to make changes to my plans for family activities

Table 9 shows percentage of the participants those who are disagree 8.271% while agree are 45.86% and strongly agree 45.86%.

The demands of my family or spouse/partner interfere with work-related activities

Table 10 shows that the demand of family or spouse interfere with work related activities percentage those who are strongly disagree are 1.504% while those are agree 47.37% and strongly agree are 33.08%

Table 6: The demands of my work interfere with my home and family life

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	2	1.5	1.5	1.5
	disagree	13	9.8	9.8	11.3
	agree	64	48.1	48.1	59.4
	strongly agree	54	40.6	40.6	100.0
	Total	133	100.0	100.0	

Table 7: The amount of time my job takes up makes it difficult to fulfil family

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	2	1.5	1.5	1.5
	disagree	19	14.3	14.3	15.8
	agree	68	51.1	51.1	66.9
	strongly agree	44	33.1	33.1	100.0
	Total	133	100.0	100.0	

Table 8: My job produces strain that makes it difficult to fulfil family duties

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	6	4.5	4.5	4.5
	disagree	31	23.3	23.3	27.8
	agree	57	42.9	42.9	70.7
	strongly agree	39	29.3	29.3	100.0
	Total	133	100.0	100.0	

Table 9: Due to work-related duties, I have to make changes to my plans for family activities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	disagree	11	8.3	8.3	8.3
	agree	61	45.9	45.9	54.1
	strongly agree	61	45.9	45.9	100.0
	Total	133	100.0	100.0	

Table 10: The demands of my family or spouse/partner interfere with work-related activities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	2	1.5	1.5	1.5
	disagree	24	18.0	18.0	19.5
	agree	63	47.4	47.4	66.9
	strongly agree	44	33.1	33.1	100.0
	Total	133	100.0	100.0	



I have to put off doing things at work because of demands on my time at home

Table 11 shows the percentages of participants ranging from strongly disagree that are 2.2565 to strongly agree that is 15.79%.

The demands of my family or spouse/partner interfere with work-related activities

Table 12 shows that 1.504 % nurses completely disagree with the statement of my family spouse interfere with work related actives disagree were 18.05% and agree were 47.37% while strongly agree were 33.08%

My home life interferes with my responsibilities at work

Table 13 shows: that the nurses who disagree statement that my home interfere with responsibilities at work such a

getting to work on time and working actives working overtime strongly disagree nurses are 2.2565 and 19.555 strongly agree.

Family-related strain interferes with my ability to perform job-related duties

Table 14 shows the percentage of nurses that are strongly disagree is 7.5195 and 11.28% strongly agree.

My work place's environment makes me feel burdened

Table 15 shows percentage of the nurses that are strongly disagree with the statement are 6.767% and those who are agree are 42.11 % and those who are strongly agree 18.05%.

Table 11: I have to put off doing things at work because of demands on my time at home

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	3	2.3	2.3	2.3
	disagree	45	33.8	33.8	36.1
	agree	64	48.1	48.1	84.2
	strongly agree	21	15.8	15.8	100.0
	Total	133	100.0	100.0	

Table 12: The demands of my family or spouse/partner interfere with work-related activities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	2	1.5	1.5	1.5
	disagree	24	18.0	18.0	19.5
	agree	63	47.4	47.4	66.9
	strongly agree	44	33.1	33.1	100.0
	Total	133	100.0	100.0	

Table 13: My home life interferes with my responsibilities at work such as getting to work on time, accomplishing daily tasks, and working overtime

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly disagree	3	2.3	2.3	2.3
	disagree	36	27.1	27.1	29.3
	agree	68	51.1	51.1	80.5
	strongly agree	26	19.5	19.5	100.0
	Total	133	100.0	100.0	

Table 14: Family-related strain interferes with my ability to perform job-related duties

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	10	7.5	7.5	7.5
	disagree	21	15.8	15.8	23.3
	agree	87	65.4	65.4	88.7
	strongly agree	15	11.3	11.3	100.0
	Total	133	100.0	100.0	

Table 15: My work place's environment makes me feel burdened

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	9	6.8	6.8	6.8
	disagree	44	33.1	33.1	39.8
	agree	56	42.1	42.1	82.0
	strongly agree	24	18.0	18.0	100.0
	Total	133	100.0	100.0	

Table 16: My work place's staff is non-cooperative

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	10	7.5	7.5	7.5
	disagree	67	50.4	50.4	57.9
	agree	34	25.6	25.6	83.5
	strongly agree	22	16.5	16.5	100.0
	Total	133	100.0	100.0	

Table 17: The administration is least concerned with my professional and psychological well-being.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly disagree	6	4.5	4.5	4.5
	disagree	47	35.3	35.3	39.8
	agree	68	51.1	51.1	91.0
	strongly agree	12	9.0	9.0	100.0
	Total	133	100.0	100.0	

My work place's staff is non-cooperative

Table 16 shows that the participants who are strongly disagree with the statement mention above are 7.519% and those who are strongly disagree are 16.54% while agree are 25.56%.

The administration is least concerned with my professional and psychological well-being

Table 17 shows that the participant who are strongly disagree are 4.5113% those who are disagree are 35.34% those who are agree are 51.13% and strongly agree are 9.023%.

I am unable to utilize my skills

Fig. 1 shows the percentage of nurses regarding the statement that I am unable to utilize my skills are ranging from disagree that is 12.03% to strongly agree that is 28.57%.



Fig. 1: I am unable to utilize my skills

Minimal opportunity to learn new skills

Fig. 2 shows that the participants who are strongly disagree are 8.271% and those who are strongly agree are 12.78%.

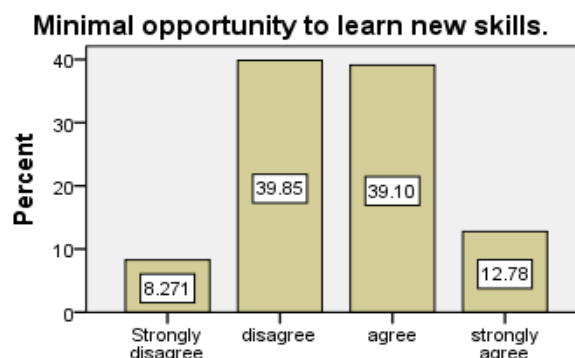


Fig. 2: Minimal opportunity to learn new skills

Most interactions at work are positive.

Fig. 3 shows the percentage of nurses who are SA 3.008% those who are disagree 16.54% those who are agree 51.88% and those who are strongly agree are 28.57%.

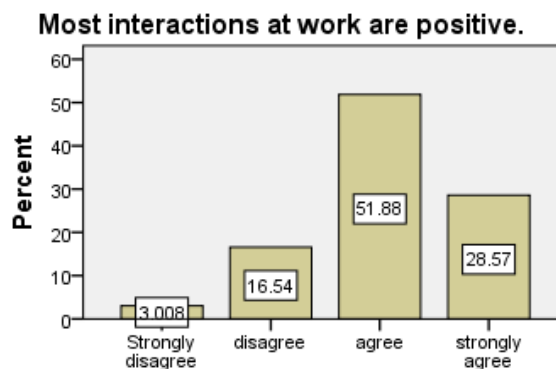


Fig. 3: Most interactions at work are positive.

I have good friends at work

Fig. 4 shows the percentage of nurses who are strongly agree 12.78% those who are disagree those who are agree 45.86% and those who are strongly agree are 41.35%.

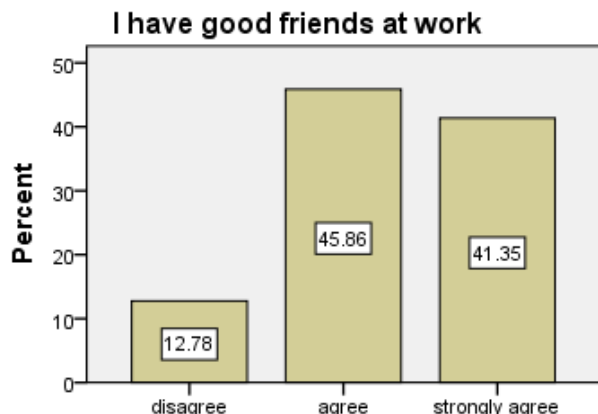


Fig. 4: I have good friends at work

I feel valued and affirmed at work

Fig. 5 shows the percentage of nurses who are strongly disagree 9.023% those who are agree 54.14% and those who are strongly agree are 36.84%

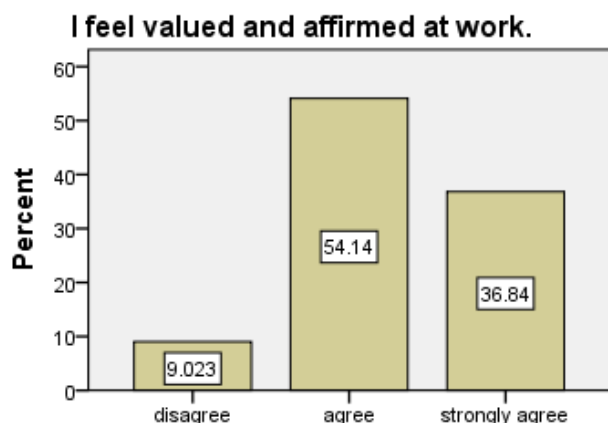


Fig. 5: I feel valued and affirmed at work.

I feel recognized and appreciated at work

Fig. 6 shows the percentage of nurses who are strongly disagree 1.504% those who are disagree 15.04% those who are agree 51.13% and those who are strongly agree are 32.33%

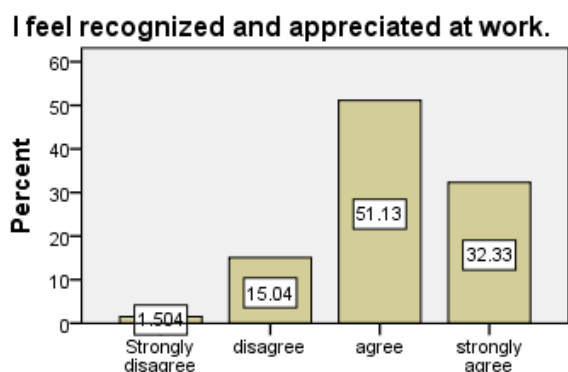


Fig. 6: I feel recognized and appreciated at work.

Work is a real plus in my life

Fig. 7 shows the percentage of nurses who are strongly disagree 10.53% those who are disagree 50.53% those who are agree % and those who are strongly agree are 39.10%

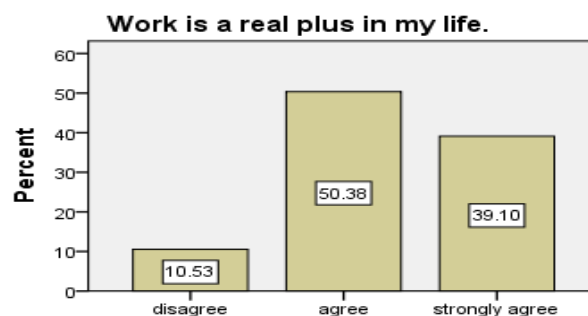


Fig. 7: Work is a real plus in my life

I'm engaged in meaningful work

Fig. 8 shows the percentage of nurses who are 8.271% those who are 69.17% those who are agree who are strongly agree are 22.56%

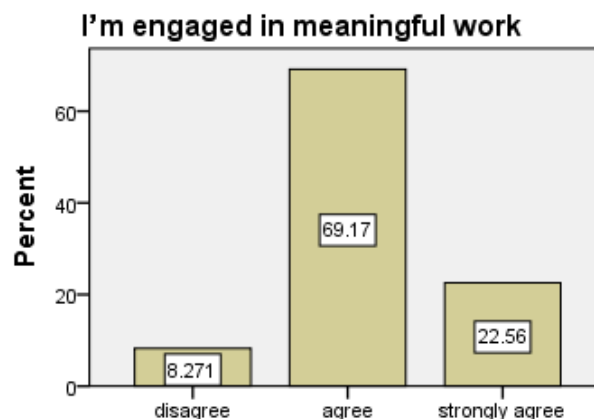


Fig. 8: I'm engaged in meaningful work

I feel free to be who I am at work

Fig. 9 shows the percentage of nurses who are strongly disagree 2.256% those who are disagree 19.55% those who are agree 57.89% and those who are strongly agree are 20.30%

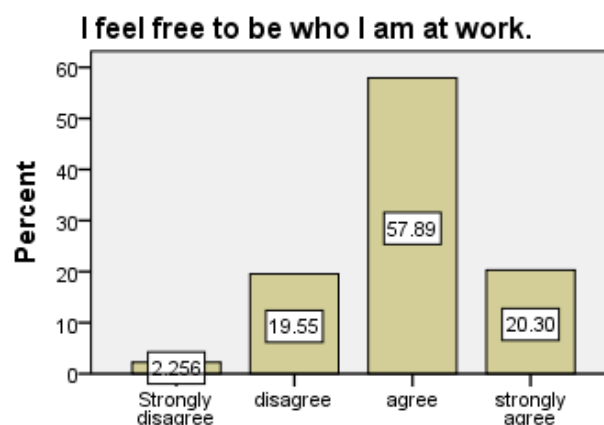


Fig. 9: I feel free to be who I am at work

I feel free to do things the way I like at work

Fig. 10 shows the percentage of nurses who are strongly disagree 2.256% those who are disagree 21.05% those who are agree 54.89 % and those who are strongly agree are 21.80%

I feel free to do things the way I like at work.

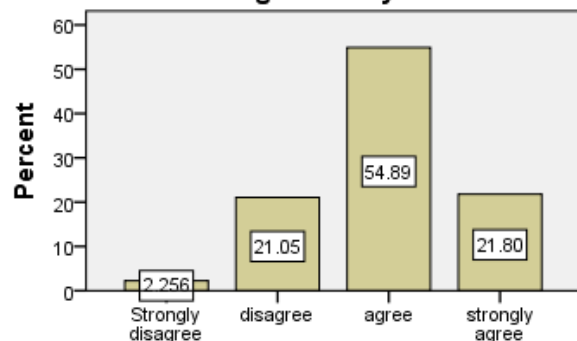


Fig. 10: I feel free to do things the way I like at work

My values fit with the organizational values

Fig. 11 shows the percentage of nurses who are strongly disagree 2.256% those who are disagree 18.05% those who are agree 64.66 % and those who are strongly agree are 15.04%

My values fit with the organizational values.

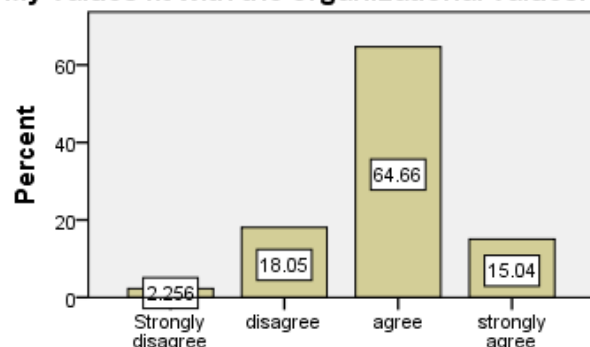


Fig. 11: My values fit with the organizational values

I respect the work of my peers.

Fig. 12 shows the percentage of nurses who are strongly disagree 1.504% those who are disagree 6.767% those who are agree 36.09 % and those who are strongly agree are 55.64%

I respect the work of my peers.

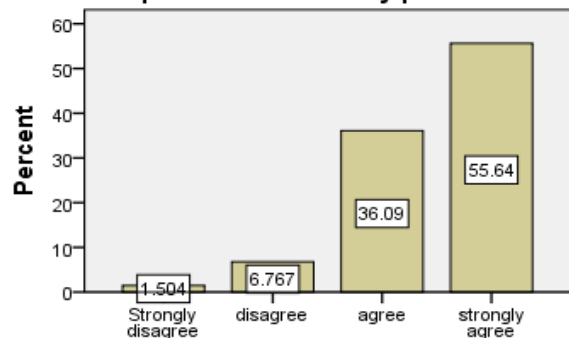


Fig. 12: I respect the work of my peers

I respect the work of my peers

Fig. 13 shows the percentage of nurses who are strongly disagree 1.504% those who are disagree 6.767% those who are agree 36.09% and those who are strongly agree are 55.64%

I respect the work of my peers.

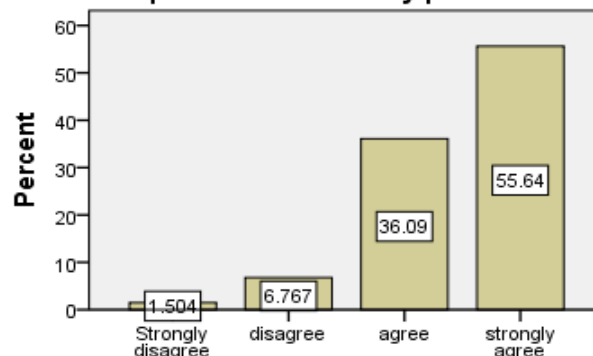


Fig. 13: I respect the work of my peers.

I have opportunities to learn what I want to learn

Fig. 14 shows the percentage of nurses who are strongly disagree 0.752% those who are disagree 16.54% those who are agree 36.84% and those who are strongly agree are 45.86%

I have opportunities to learn what I want to learn

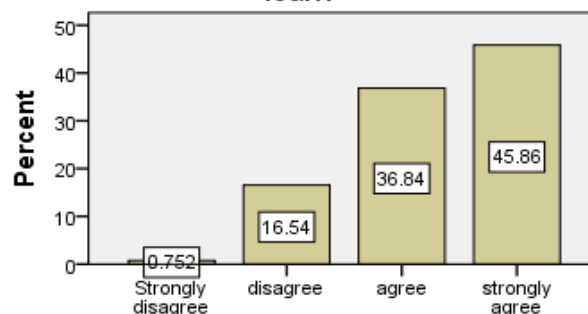


Fig. 14: I have opportunities to learn what I want to learn

I feel involved in decisions that affect our organizational community

Fig. 15 shows the percentage of nurses who are strongly disagree 2.256% those who are disagree 14.29% those who are agree 60.15 % and those who are strongly agree are 23.31%

I feel involved in decisions that affect our organizational community.

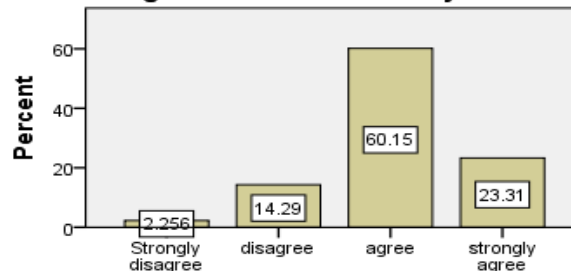


Fig. 15: I feel involved in decisions that affect our organizational community

I feel informed about what's going on

Fig. 16 shows the percentage of nurses who are 24.81% those who are agree 51.13% and those who are strongly agree are 24.06%

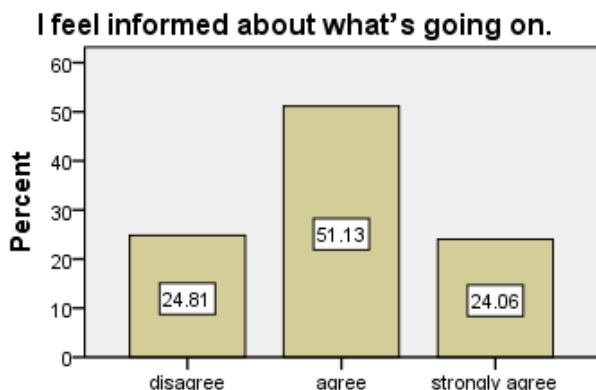


Fig. 16: I feel informed about what's going on.

Creativity and innovation are supported

Fig. 17 shows the percentage of nurses who are strongly disagree 1.504% those who are disagree 21.05% those who are agree 59.40% and those who are strongly agree are 18.05%

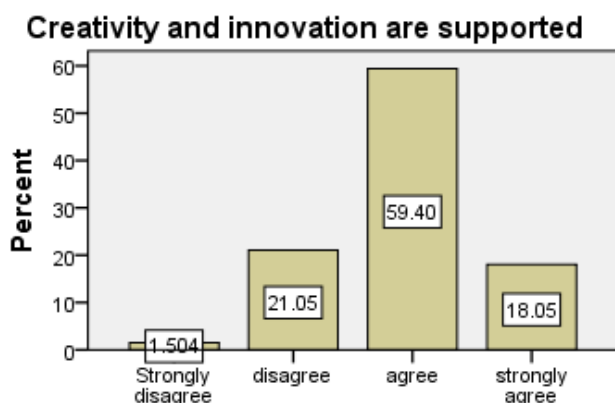


Fig. 17: Creativity and innovation are supported.

I know what is expected of me at work

Fig. 18 shows the percentage of nurses who are disagree 16.54% those who are agree 56.39% and those who are strongly agree are 27.07%

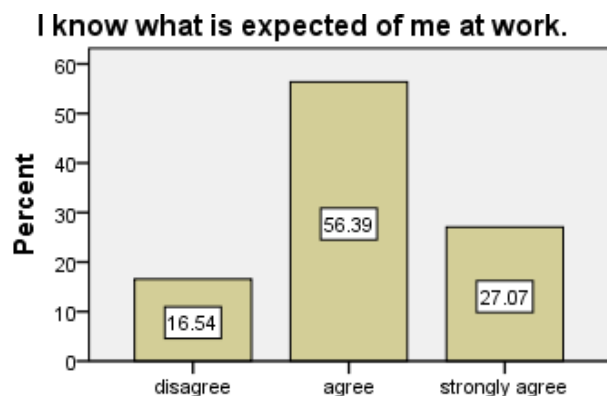


Fig. 18: I know what is expected of me at work

I have the materials and equipment that I need in order to do my work right

Fig. 19 shows the percentage of nurses who are strongly disagree 2.256% those who are disagree 14.29% those who are agree 63.15% and those who are strongly agree are 20.30%

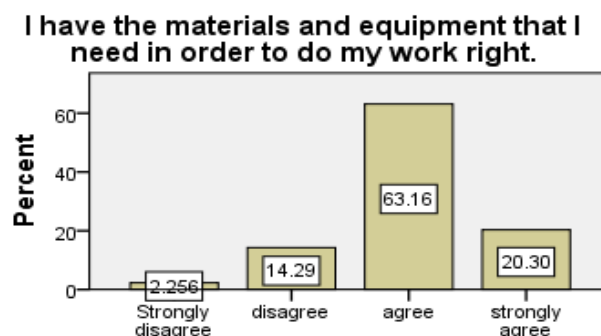


Fig. 19: I have the materials and equipment that I need in order to do my work right

I have the opportunity to do what I do best every day at work

Fig. 20 shows the percentage of nurses who are strongly disagree 2.256% those who are disagree 12.78% those who are agree 65.41% and those who are strongly agree are 19.55%

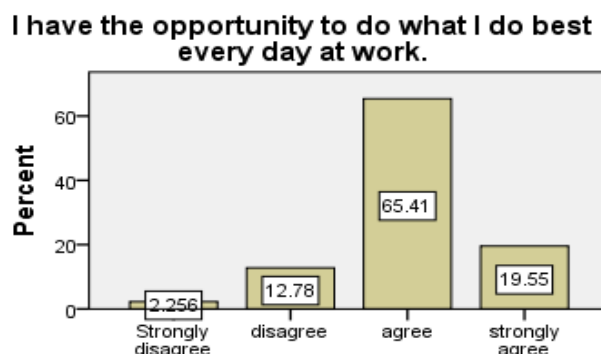


Fig. 20: I have the opportunity to do what I do best every day at work

My manager cares about me as a person.

Fig. 21 shows the percentage of nurses who are strongly disagree 3.008% those who are disagree 12.08% those who are agree 47.37% and those who are strongly agree are 37.59%

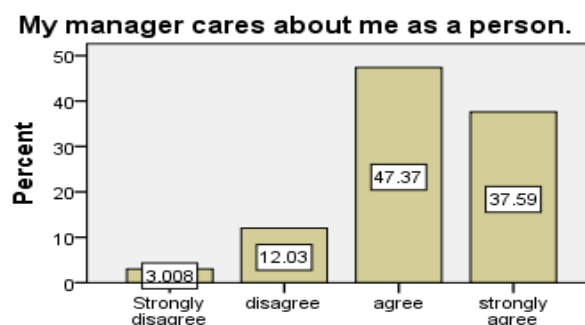


Fig. 21: My manager cares about me as a person.

I know someone at work who encourages my development

Fig. 22 shows the percentage of nurses who are strongly disagree 4.511% those who are disagree 20.30% those who are agree 51.88% and those who are strongly agree are 23.31%

I know someone at work who encourages my development

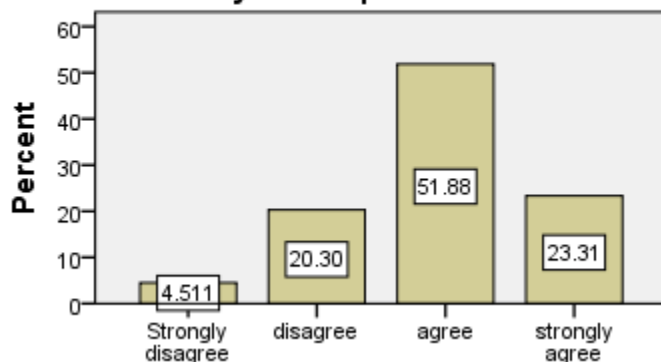


Fig. 22: I know someone at work who encourages my development

My opinions count

My opinions count.

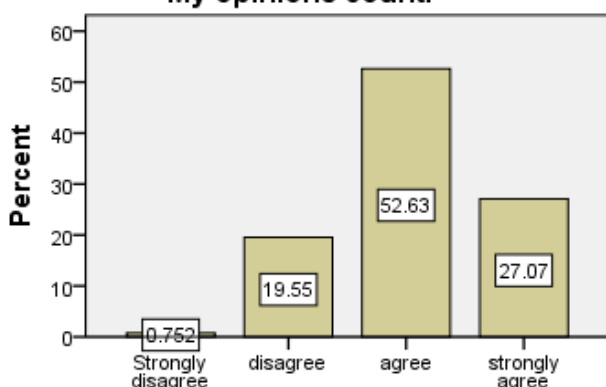


Fig. 23: My opinions count

My co-workers are committed to doing quality work

My coworkers are committed to doing quality work.

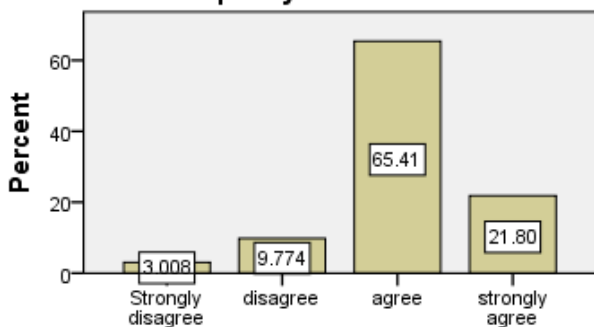


Fig. 24: My co-workers are committed to doing quality work

My manager reviews my progress

My manager reviews my progress.

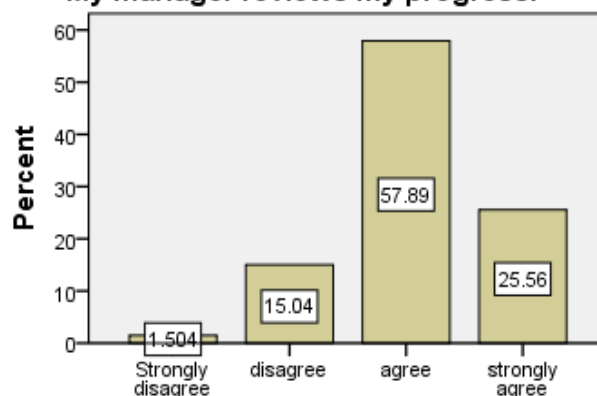


Fig. 25: My manager reviews my progress

I am fairly compensated

I am fairly compensated

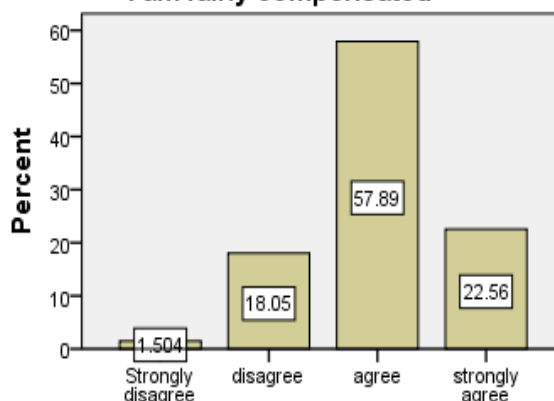


Fig. 26: I am fairly compensated

Since your commencements of employment you have thought occasionally find another job

Since your commencements of employment you have thought occasionally find another job

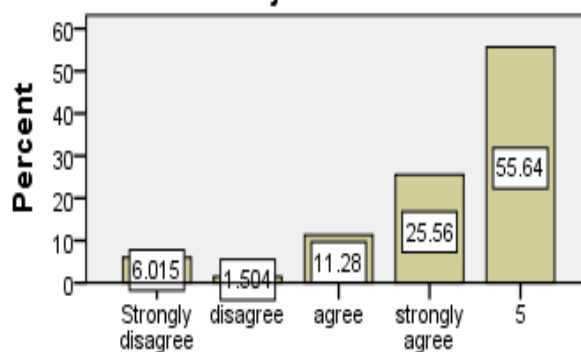


Fig. 27: Since your commencements of employment you have thought occasionally find another job

If it is up to you, will you still work at hospital for two years?

If it is up to you, will you still work at hospital for two years.

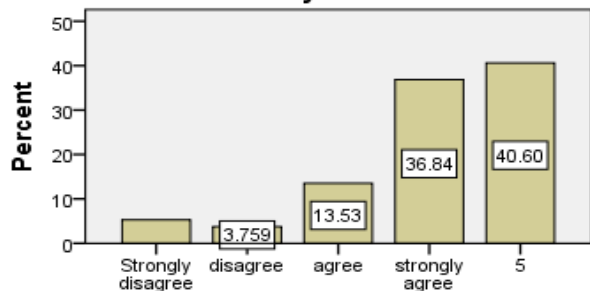


Fig. 28: If it is up to you, will you still work at hospital for two years?

As soon as you avail a job another hospital, you must take the chance

Fig. 29 shows the percentage of nurses who are strongly disagree 6.767% those who are disagree 4.511% those who are agree 12.78% and those who are strongly agree are 41.53%

As soon as you avail a job another hospital, you must take take the chance

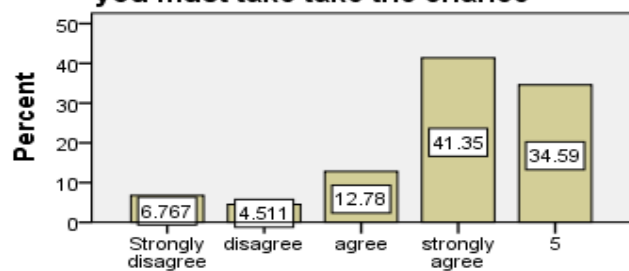


Fig. 29: As soon as you avail a job another hospital, you must take the chance

Within a short period of time a job should be finding at another hospital.

Fig. 30 shows the percentage of nurses who are strongly disagree 5.263% those who are disagree 3.759% those who are agree 13.53% and those who are strongly agree are 40.60%

Within a short period of time a job should be finding at another hospital.

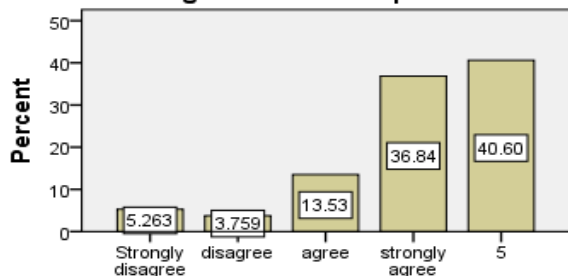


Fig. 30: Within a short period of time a job should be finding at another hospital

Reliability

Table 18: Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.818	.821	10

Table shows that the value of Cronbachs alpha is greater than 0.7% thus the result meet the standard requirements of reliability and job satisfaction is reliable variable.

Table 19: Reliability Statistics

Cronbach's Alpha	N of Items
.812	4

Table shows that the value of Cronbachs alpha is greater than 0.7% thus the result meets the standard requirements of reliability and turn over intention TI is reliable variable.

Table 20: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Adequacy.	Measure of Sampling	Value
.432		
Bartlett's Test of Sphericity	Approx. Chi-Square	1486.690
	df	780
	Sig.	.000

The instrument was consisting of independent (JS) _ and dependent (TI) and mediation of WFC test shows shown in Table shows that KMO value.50 and Bartlett test are significant (p less than 0.05) so the whole set requirement full filled.

Table 21 shows the correlation between work family conflict, job satisfaction and turn over intention is significant and has positive relation with (r= 0.435, p less than .01) and JS has negative relation with turnover intention (r=.178, p less than 0.1) AND TI significantly negative relation with WFC (r= -.349, p<0.1) these results provided initial support to hypothesis formulated in present study.

Table 21: Correlations

		work family	job satisfaction	T1
wrk_family	Pearson Correlation	1	.435**	-.082
	Sig. (2-tailed)		.000	.349
	N	133	133	133
job satisfaction	Pearson Correlation	.435**	1	-.178*
	Sig. (2-tailed)	.000		.041
	N	133	133	133
T1	Pearson Correlation	-.082	-.178*	1
	Sig. (2-tailed)	.349	.041	
	N	133	133	133

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).



Validity:

Table 22: Model Summary

El	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.178 ^a	.032	.024	.86883	.032	4.271	1	131	.041

- a. Predictors: (Constant),
- b. job satisfaction

The table shows the model summary of current results that total R square 3.2% (F=4.271) variations occur in the turn over intention due to the job satisfaction.

Table 23: ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	3.224	1	3.224	4.271	.041 ^b
Residual	98.887	131	.755		
Total	102.111	132			

- a. Dependent Variable: TI
- c. Predictors: (Constant), job satisfaction

This table shows that ANOVA is significant (p<0.05) and it represent that research model is fit significant.

Table 24: Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	5.726	.810		7.066	.000
job_satisfaction	-.556	.269	-.178	-2.067	.041

- a. Dependent Variable: TI

This table of coefficient shows that the impact of job satisfaction have significant negative (p<0.05, t = (-2.067) relationship with turn over intention however, it also shows that if one unit is increase the turn over intention is decrease beta value of – 556.

Mediation:							
Model no 4							
Y=TI							
X=JS							
M=WFC							
Sample size 133							
Outcome: WFC							
Model Summary							
	R	R-sq	MSE	F	df1	df2	p
	.4346	.1889	.1665	30.5093	1.0000	131.0000	.0000
Model							
	coeff	se	t	p	LLCI	ULCI	
Constant	.9112	.3806	2.3941	.0181	.1583	1.6642	
js	.6974	.1263	5.5235	.0000	.4476	.9472	

The total variation of 1889 percent in the WFC which is explained by independent variable which is JS and the model is significant as p value is less than .05 so the model is significant which contain JS and WFC. JS has significant positive relationship with WFC as p value is less than .05 and t value is also positive which is 5.5235 and the coefficient value is .6974 which depicts that if the one unit increase in JS it will cause the positive increase of .6974 in the WFC.

Discussion

As it has been seen that a strong organizational support will impact positively on the nurse’s job satisfaction by creating a balance between job satisfaction and turn over intention. (Labrague, McEnroe Petite, Leocadio, Van Bogaert, & Tsaras, 2018). Job satisfaction can also be effected by the gender and level of education of any individual all these things need to be considered (Froese, Peltokorpi, Varma, & Hitotsuyanagi-Hansel, 2018). Nurses job satisfaction also

affected by the work place violence but thriving for the existence effects positively that reduce turn over intention (Zhao et al., 2018) Study result explored the impact of Job satisfaction on turn over intention of the nurses at the same time work family conflict interrelating these two variables. As study reveals work family conflict and reduced job satisfaction effect the employee performance negatively and also increase the turn over intention hence, it will be justify by saying work family conflict mediate the relationship of job satisfaction JS and turn over intention as the study result also proven. Study results explore that the work family conflict effects negatively. The respondent of the research were the nurses of Lahore general hospital Lahore and of Doctors hospital Lahore were male and female, married and single and from the age group of 25-30 (%). The level of education of the participants were nursing diploma, general nursing, specialization nursing, it was also came in to observation that the student was also doing part time job with different job experiences

Conclusion

This study is an attempt to build a complete and structured model about job satisfaction effects on turn over intention and the mediating role of work family conflict in the health care setting of the nursing community most of the hypotheses can't be denied as they are appropriate and justifying the model as they are being proving that both job satisfaction and work family conflict WFC effect on the turn over intention TI as when there is no equilibrium between the work and the family it will born job stress further work family conflict brought the turnover intention TI and burn out this is the most visible and interesting findings of the study. There is a significant relation between job satisfaction and the turn over intention and the main thing which affect them is the work family conflict. By the high level of job satisfaction JS turn over intention can be minimizing or eradicated. Work family conflict has negative effect of the employee job satisfaction JS that cause increase in the turnover intention but the nurses as well as other employee who try to maintain balance between work and family role achieve maintained level of job satisfaction. Study findings will help to understand the role of work family conflict in the regard of job satisfaction JS and turnover intention. This will also beneficial in improving policies and strategies that will enhance nurse's job satisfaction by improving work environment for nurse's growth.

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