The Effect Of Human Resource Development Approaches And Police Social Responsibility On Turnover Intention Of Police Officers

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Abstract

This study investigates the effect of human resource development and social responsibility of the organization on the turnover intention with the mediating role of organizational commitment in the police headquarters in Mazandaran province. The study sample was randomly selected by simple random sampling. To measure human resource development strategies Shay Questionnaire (2005), turnover intention Thatcher et al. (2003), organizational social responsibility Pratihari and uzma Questionnaire (2007) and organizational commitment Alan Saks (2006) Questionnaire was used. Also, the development of human resources has been effective on the tendency of employees to leave the service, but social responsibility has no significant effect on the turnover intention; Also, the results of Sobel test showed that organizational commitment with a significance coefficient of 0.6972 It does not play a mediating role in the causal relationship between human resource development and turnover intention, but organizational commitment with a significance coefficient of 2.43 plays a mediating role in the causal relationship between organizational social responsibility and the turnover intention. The officers of the police headquarters in Mazandaran province believe that in return for supporting them through human resource management measures, it can make them more committed to the organization, which in turn reduces their turnover intention.

Keywords: Human resource development, police social responsibility, turnover intention, organizational commitment.

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