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LMX Quality, Organizational Commitment, and RN Turnover Intention: A Correlational Examination of Leader Exchange Influence

Cooper, Henry . University of Phoenix, ProQuest Dissertations Publishing, 2020. 28149585.

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ABSTRACT (ENGLISH)

This research study investigated the relationship of the dependent variable employee *intention to leave* (ITL) employment among Registered Nurses (RNs), the independent variable leader-member high-quality social exchange (LMX), and a mediation variable organizational commitment (OC) as the independent variables on relationship between leader and follower which influenced RN intent to leave employment. Study respondents completed the (LMX-7) survey authored in Graen and Uhl-Bien (1995), which defined and measured leader-member relationship quality; the Turnover Intention Scale (TIS-6) which was designed and validated by Roodt (2004) to measure intention to turnover or intent to leave employment; as well as the Workgroup Affective Commitment Multidimensional Questionnaire – Short-Form (WACMQ-S), developed by Perreira et al. (2017) as it was proposed to define the organizational commitment within the healthcare worker community. Research findings suggested a relationship existed between the *predictor* variable LMX quality, with a positive and significant $r = .368, (72) p < .01$, (2-tailed) test paired with the *control* variable intention to leave (ITL); LMX quality and the *mediator* variable organizational commitment (OC), also revealed a strong positive correlation with a significant $r = .608, (72) p < .01$, (2-tailed). The control variable intention to leave (ITL) employment also indicated a strong positive relationship with the *mediator* variable OC with a strong positive and significant $r = .571, (72) p < .01$, (2-tailed).

DETAILS

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