

FACTORS AFFECTING ACADEMIC STAFF TURNOVER INTENTIONS AND THE MODERATING EFFECT OF GENDER

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ABSTRACT

This study examined determinants of academic staff turnover intentions and the moderating effect of gender in Haramaya University, Ethiopia. It also analyzed differences in the pattern of relationships among the determinants of turnover intention. A survey instrument that included demographic information, measures of role stress (conflict and ambiguity), job satisfaction, organizational commitment and intention to leave was used to collect information from the university's male and female academic staff. Data from 112 respondents, representing a 75% of response rate, were analyzed using ANOVA, Chi square, t-test and regression analysis. Findings show that the levels of role stress and intention to leave is higher among female academic staff. The effect of role stress on job satisfaction and intention to leave is significantly stronger for the female than the male. Moreover, overall satisfaction had a significant effect on the commitment of both female and male academic staff though the effect is higher among female academic staff. Finally, the implications of the finding and suggestions for future research are presented.

KEYWORDS: Gender, Role Stress, Job Satisfaction, Organizational Commitment and Intention to Leave