

Impact of Organizational Climate on Intentions to Leave and Job Satisfaction

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This study examines the impact of organizational climate on job satisfaction and intentions to leave of a higher educational institution. Organizational climate consists of four quadrants namely human relations, internal process, open systems, and rational goal. A total of 210 data was analyzed and path analysis was used to examine the relationship between organizational climate, job satisfaction, and intention to leave. The finding indicates that human relations, open systems, and rational goal have significant impact on job satisfaction and intention to leave. Internal process has impacted on job satisfaction, but no impact on intention to leave. This study provides recommendation to top management on how to reduce the intention to leave and enhance job satisfaction.

Field of Research: Organizational Climate, Intentions to Leave, Job Satisfaction