Book of Abstract

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TURNOVER INTENTION IN A SAMPLE OF AUTOMOTIVE WORKERS: THE ROLE OF WORK-RELATED BULLYING AND ANXIETY

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The pandemic period has brought many changes in the world of work and this situation has also led many workers to reflect on whether to stay or leave their own organization. The aim of the study was to understand, following the JD-R theory, which resources and which demands are associated with the turnover intention in a sample of workers in the automotive sector of northern Italy (N = 214), involved in an online survey (May-September 2021). Multiple regression analyses showed a positive and significant association of job demands (work-related bullying and disengagement) and specific demand related to the pandemic situation (anxiety and psychosomatic symptoms) with the turnover intention. With respect to job resources, a negative and significant association of commitment and seniority with the dependent variable has emerged. These results confirm the importance of maintaining a positive climate within the workplace, especially during a critical period such as a pandemic, to protect the wellbeing of workers and consolidate the sense of organizational belonging and therefore reduce the turnover intention. This study helps to expand the knowledge related to workers’ wellbeing in a sector less studied in the organizational literature, namely the automotive sector.