

# Book of Abstract

---

30° Congresso dell' Associazione Italiana di Psicologia

A cura di Filippo Gambarota, Massimo Grassi e Silvia Salcuni

Prima edizione 2022 Padova University Press

Titolo originale: Book of Abstract. 30° Congresso dell'Associazione Italiana di Psicologia

© 2022 Padova University Press  
Università degli Studi di Padova  
via 8 Febbraio 2, Padova  
www.padovauniversitypress.it

Progetto grafico: Padova University Press  
Impaginazione: Padova University Press

ISBN 978-88-6938-316-8



This work is licensed under a Creative Commons Attribution International License  
(CC BY-NC-ND) (<https://creativecommons.org/licenses/>)

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

*Francesco Buscema (Dipartimento di Psicologia, Università degli Studi di Torino), Annalisa Grandi (Dipartimento di Psicologia, Università degli Studi di Torino)*

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.