

The Buffering Role of Social Support on the Relationship between Job Stress and Intention to Leave^{1 2}

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Abstract

This study aimed to test the buffering role of social support on the relationship between job stress and intention to leave through investigating different aspects of job stressors and support sources. Participants were 116 white-collar employees from various sectors in Turkey. The results indicate that supervisor support has reverse buffering effects on the relationship between “role and work overload” and “role insufficiency” with “intention to leave.” Also, coworker support has a reverse buffering effect on the relationship between “role and work overload” and “intention to leave.” This study is important since it demonstrates that the moderating role of social support may vary for distinct job stressors.

Keywords: social support; job stress; intention to leave; buffering effect; reverse buffering effect

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