

# **DETERMINING THE MEDIATING EFFECT OF JOB SATISFACTION ON TURNOVER INTENTION : A STUDY IN THE HAZELNUT INDUSTRY OF GIRE SUN**

**GÜLŞAH KARAVARDAR**

Giresun University

E-mail: gkaravardar@yahoo.com

## **Abstract**

The purpose of this study is to examine turnover intention by examining the role of job satisfaction which may play when evaluating the relationship of human resources management practices with turnover intention. In the literature, similar variables are studied; however hazelnut industry has't been studied yet. Giresun is one of the cities that placed in the Blacksea Region of Turkey. Giresun's hazelnut quality is the highest quality hazelnuts in the world (FTG). Because of that reason, hazelnut industry is vital for Giresun's economy. This study was conducted on 364 employees who work in hazelnut industry in Giresun, Turkey.

According to results, human resources management practices and job satisfaction were essential predictors of employees' turnover intention. Besides, job satisfaction has a partial mediating effect in enhancing the relationship between human resources management practices and employees' turnover intention. According to this result, the managements of companies in hazelnut industry shouldn't only focus on the human resources management practices to influence employees' turnover intention, but also the strategies on how job satisfaction regarding the human resources management practices should be increased appropriately.

**Keywords:** Job satisfaction, turnover intention, human resources management practices.

**JEL classification:** M12, M51, M54.