

Organizational Cynicism and Employee Turnover Intention: Evidence from Banking Sector in Pakistan

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Abstract

The idea of the research study is to examine the effect of organizational cynicism (OC) on employee turnover intention (TE). The literature on organizational cynicism and turnover intention demonstrates that cynicism has profound effects on turnover intention. Further the influence of job satisfaction (JS) and intrinsic motivation (IM) as mediating variables were also investigated. The data was gathered through self-administered questionnaire from 250 employees functioning on various positions in domestic private sector banks from two cities of Pakistan (Rawalpindi/Islamabad). The findings of survey concluded that Job satisfaction and intrinsic motivation partially mediates the relationship between organizational cynicism and turnover intention. The main limitation of the study is the sample used, that is from the banking segment and from twin cities (Rawalpindi/Islamabad). Self-reported questionnaire data is use as the medium of measurement in the present study. To cope with the challenge management must create an atmosphere within the banks to improve employees' intrinsic motivation to reduce turnover intention. This study may contribute to the knowledge available on cynicism an area that is almost under-research in Pakistan.

Keywords: organizational cynicism, Job satisfaction, intrinsic motivation, turnover intention.

1. Introduction

Human Resource is very important for any organization specially for gaining competitive advantage across the world. (Devi and Pojitha, 2012). Leslie Wexner, founder and CEO of Limited Inc, says that the strategic asset of every organization is its people. According to (Becker & Gerhart, 1996) strategic assets are those which are difficult to trade, short, specialized and the organization needs to take care of them. Organizations are made up of people, not technology or structure. A consulting firm evaluates human capital and states that the highest performing companies have the highest human resource scores. In the 21st century things have been changed because of globalization, technology and work force diversity, now this is one of the biggest challenges for leaders to retain the best people in the organization because organizations are facing Cynicism Problem. According to (Reichers et al., 1997) organizational cynicism is defined as 'a negative approach headed

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Organizational Cynicism And Employee Turnover Intention:

Handbook of Research on Organizational Culture and Diversity in the Modern Workforce Christiansen, Bryan, Chandan, Harish C., 2017-03-24 Optimal development of contemporary businesses is dependent on a number of factors By creating novel frameworks for organizational behavior effective competitive advantage can be achieved The Handbook of Research on Organizational Culture and Diversity in the Modern Workforce is a comprehensive reference source for the latest scholarly content on components and impacts on effecting culturally diverse workplace environments Highlighting a range of pertinent topics such as emotional intelligence human resources and work life balance this publication is ideally designed for managers professionals researchers students and academics interested in emerging perspectives on organizational development

The Dark Side of Organizational Behavior H. Cenk Sözen, H. Nejat Basım, 2022-07-15 The Dark Side of Organizational Behavior aims to gather all the micro and meso level topics about the dark side of organizations that may guide management practitioners researchers and students The history before the modern human civilization is full of multiple types of conflicts wars struggles and violence Modernization project has constructed a desired reality of human being and has somehow concealed the dark side of human interactions Through this outlook this book explores the realities of the dark side of organizations and how these realities may have the potential to change previous assumptions about business life The field of organizational behavior is dominated by the positive aspects of the business life but conflict war struggle and violence have always been a part of history It is not possible to isolate organizational participants from negative emotions like hostility dislike hate jealousy rage and revenge A manager may devote most of their time to cope with conflicts deviant behaviors ambitious individuals gossips and dysfunctional rivalry among employees It is evident that negative events and interactions among employees cost more time and energy for a manager than the positive side of organizational life Therefore exploring the realities of the dark side of organizations may have the potential to change previous assumptions about business life This book will be of interest to researchers academics practitioners and advanced students in the fields of organizational studies and behavior human resource management employment relations and organizational psychology

Social Issues in the Workplace: Breakthroughs in Research and Practice Management Association, Information Resources, 2017-11-30 Corporations have a social responsibility to assist in the overall well being of their employees through the compliance of moral business standards and practices However many societies still face serious issues related to unethical business practices Social Issues in the Workplace Breakthroughs in Research and Practice is a comprehensive reference source for the latest scholarly material on the components and impacts of social issues on the workplace Highlighting a range of pertinent topics such as business communication psychological health and work life balance this multi volume book is ideally designed for managers professionals researchers students and academics interested in social issues in the workplace *Heritage, Culture and Society* Salleh Mohd Radzi, Mohd Hafiz Mohd Hanafiah, Norzuwana Sumarjan, Zurinawati Mohi, Didi

Sukyadi, Karim Suryadi, Pupung Purnawarman, 2016-10-26 *Heritage Culture and Society* contains the papers presented at the 3rd International Hospitality and Tourism Conference IHTC2016 2nd International Seminar on Tourism ISOT 2016 Bandung Indonesia 10-12 October 2016. The book covers 7 themes: i Hospitality and tourism management ii Hospitality and tourism marketing iii Current trends in hospitality and tourism management iv Technology and innovation in hospitality and tourism v Sustainable tourism vi Gastronomy, foodservice and food safety and vii Relevant areas in hospitality and tourism. *Heritage Culture and Society* is a significant contribution to the literature on Hospitality and Tourism and will be of interest to professionals and academia in both areas. *Digitalization and Management Innovation* Antonio J. Tallón-Ballesteros, Paola Santana-Morales, 2023-02-15. The digital era has brought about important changes that continue to affect all our lives. Efficient management and storage of digital information has become crucial as has the ability to access that information quickly and efficiently and priorities are to allow for the saving of digital data in many different ways and to avoid the loss of information in the event of a malfunction. This book presents the 65 papers presented at DMI2022, the first in the new annual conference series *Digitalization and Management Innovation DMI* held as a hybrid event in Beijing, China on 26 November 2022. A total of 190 submissions were received for the conference and the papers presented here were selected after careful and conscientious review bearing in mind the breadth and depth of the research topics falling within the scope of digital and management innovation and resulting in an acceptance rate of 34%. Topics covered include digital transformation, supply chains, business models and block chain enterprises, banking and sustainability as well as policy in artificial intelligence, the gig economy, the post-epidemic era, green supply, citizenship, behavior, human resource management, human relationships, agriculture and environmental matters. Presenting original ideas and results of general significance and supported by clear reasoning and compelling evidence and methods, the book will be of interest to all those whose work involves the management of digital data. *Dhaka University Journal of Business Studies*, 2020. *Journal of Vocational Behavior*, 2002. *Academy of Management Learning & Education*, 2007. *Dissertation Abstracts International*, 2006. *Organizational Behaviour* Nancy Langton, Stephen P. Robbins, 2007. *Gadjah Mada International Journal of Business*, 2019. *Sociological Abstracts*, 2001. CSA *Sociological Abstracts* abstracts and indexes the international literature in sociology and related disciplines in the social and behavioral sciences. The database provides abstracts of journal articles and citations to book reviews drawn from over 1,800 serials publications and also provides abstracts of books, book chapters, dissertations and conference papers. *The Dark Side of Organizational Behavior* Ricky W. Griffin, 2004-03-22. This new volume in the *Organizational Frontiers Series* provides a useful organizing framework for better understanding this dark side, provides a perspective for organizing current thinking about the area and creates an agenda for future theory development and research. It focuses on the causes, processes and consequences of behaviors in organizations that have a negative impact on the organization, the people in them and the people and institutions in their environments. Moreover

chapter authors in the volume explicitly address explanations of why such behaviors occur Fundamentals of Organizational Behavior Andrew J. DuBrin, 2005 In this brief applied text DuBrin management Rochester Institute of Technology blends concise explorations of organizational behavior concepts with managerial insight self assessment skill development and suggestions Maintaining a strong managerial focus that emphasizes the human relations **The Constancy of Dimensions of Consumer Response to Advertising** Clark Leavitt, Jeffrey Duane Ford, John P. Wanous, Michael Andrew Zottoli, 1999 *Human Resources Management* Gerald R. Ferris, M. Ronald Buckley, Donald B. Fedor, 2002 This collection of 60 current readings explores the important contemporary perspectives and issues in the field of human resources management from a decidedly applied rather than scholarly orientation The readings include a mix of recently published articles from journals in the field along with many articles written specifically for the book It addresses such issues as corporate culture values employee rights and responsibilities ethics the nature of the changing employment relationship mergers and acquisitions and employee cynicism and how such factors influence the practice of HRM Overview of Human Resources Management Perspectives on Human Resources Management The Contemporary Legal Environment The Labor Market and the Changing Workforce Human Resources Planning and Staffing Performance Evaluation and Management Compensation and Reward Systems Human Resources Development Labor Relations in Contemporary Work Environments Rights Responsibilities Values and Ethics Organization Culture and Change Work Environment Stressors Support Safety and Health Employee Attitudes Organizational Exit Performance and Effectiveness For Personnel and Human Resources Managers Higher Education Management and Policy , 2011 **Business Research Yearbook** , 2008 **Bibliographic Index** , 1999 *Journal of Managerial Issues* , 2009

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