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Article title: Job Stressors and Turnover Intention of IT Executives in Malaysia: The Mediating Role of Employee Well-Being

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Abstract:

Fear of losing psychological resources can lead to stress, impacting psychological health and behavioral outcomes like burnout, absenteeism, service sabotage, and turnover. **OBJECTIVE:** The study examined the impact of job stressors (time pressure, role ambiguity, role conflict) on employee well-being and turnover intentions. The study also investigated the mediating role of employee well-being between job stressors and turnover intention based on the conservation of resources (COR) theory. **METHODS:** Data from 396 IT executives in Malaysian IT firms were analyzed using the Partial Least Squares - Structural Equation Modeling (PLS-SEM) technique. **RESULTS:** Results confirmed a significant negative correlation between time pressure (-0.296), role ambiguity (-0.423), role conflict (-0.104), and employee well-being. Similarly, employee well-being showed a significant negative relationship with turnover intentions (-0.410). The mediation analysis revealed that employee well-being mediates the relationship between time pressure (0.121), role ambiguity (0.173), role conflict (0.043), and turnover intentions. **CONCLUSION:** This paper aims to manifest the importance of designing employee well-being policies by firms to retain employees. Findings reflect the role of the managerial approach towards ensuring employee well-being for employee retention, thereby reducing recruitment and re-training costs.

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On behalf of the Publisher,

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