
JOB DEMAND, JOB RESOURCES, BURNOUT, AND TURNOVER INTENTION AMONG LECTURERS IN PRIVATE HIGHER INSTITUTIONS IN SABAH

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Abstract

The study is aimed to determine the factors of turnover intention among lecturers in the private higher education institution in Sabah. The research samples comprised lecturers in private institutions, universities, and colleges. Based on previous literature and underpinning theories, this study proposed a framework relating to turnover intention. Subsequently, two independent variables, namely job demand and resources, were employed, followed by a mediating variable, burnout. Accordingly, these variables are associated with turnover intention, serving as the dependent variable. Four hypotheses were eventually proposed based on the outlined conceptual framework.
Keywords: *Job demand; job resources; lecturer; private higher education institution; Sabah; turnover intention.*
