

The Relationship of Organizational Dissent with Presenteeism and Employee Turnover Intention

Mahmut Şaylıkay¹

Musab Işık²

Adnan Akın³

Abstract

In this study the relationship of organizational dissent with the presenteeism and employee turnover intention was investigated which is a common occurrence in recent years and where organizations make intensive efforts to turn their disadvantages into advantage. Therefore, the purpose of the research is to determine the relationship of organizational dissent with the presentism and intention to leave work. For this purpose, the Organizational Dissent Scale which consists of three dimensions as vertical dissent, horizontal dissent, and displaced dissent developed by Kassing (2000), the Intention to Leave Work Scale consisting of 4 question developed by Scott et al. (1999), and the Stanford Presentism Scale of 6 questions developed by Koopman et al. (2002) were used. The type of this research is empirical, its design is causal and the data collection technique is survey. In order to examine these variables in the most efficient way, 1210 academics at Kırıkkale University were selected as the population while 300 academics as sampling. Vertical dissent which is the dimension of organizational dissent is expected to reduce employee turnover intention and presenteeism since it allows employees to clearly share their ideas with their managers. On the other hand the horizontal dissent will not have a reducing effect on the intention of leaving and presenteeism since it is the dissent among the colleagues of similar rank. The displaced dissent which is another dimension is expected to increase the intention of leaving and presenteeism because it expresses the move of the dissent out of the workplace boundaries. As a result it is understood that the legitimization of the vertical dissent can reduce the employee turnover intention and presenteeism while the displacement dissent must be prevented as much as possible.

Key Words: Organizational Dissent, presenteeism, employee turnover intention

¹ Lecturer, Kırıkkale University

² Lecturer, Kırıkkale University

³ Prof, Kırıkkale University