

The effect of Perceived Organizational Politics on Job Stress and Turnover Intention with Mediating Role of Organizational Cynicism

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Abstract

The purpose of this study was to investigate the effect of perceived organizational politics on job stress and turnover intention, with mediating role of organizational cynicism. Participants included 185 randomly selected employees from the Weis city Mayoralty in Khuzestan province. The instruments included perceived organizational politics scale, job stress scale, turnover intention scale and organizational cynicism scale. Fitness of the proposed model was examined using Structural Equation Modeling (SEM). The indirect effects were tested using bootstrap procedure. Findings indicated that the proposed model was fitted with the data. Results revealed that perceived organizational politics had an effect on job stress and turnover intention through organizational cynicism.

Keywords: job stress, organizational cynicism, perceived organizational politics, turnover intention