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Abstract: In this research; researcher has survived the organic factor, which causes the reround voluntary turning over in the state part of Kohgiluyeh Boyer Ahmad province in Iran. The statistic fields of this research wrought of 11000 people that number of 372 people were selected by clustering sample method as a model. This research is according to the correlation and for assembling the information, the questionnaire has been used. For analyzing the information has been used the statistic descriptive index (average, standard profusion and departure) statistic deductive methods (regression, analyzing the overhand variance and dependence T-groups test) and SPSS 18 software. The results are the representative of acceptance of research theory and it says that there is a meaningful relation between organic factors and tending to turnover in level of 0/05 of Alfa. Also being a meaningful relation for two aspects of organic factors which consist of structural factors of the organ and social factors of the organ with tending to turnover. By noticing to the regression results, we can say that 10/5 percent of changes in tending to turnover by organic factors are predictable. Finally for appointing the opponents organic factors proportion on inclination to turnover by using the step by step regression by sequence from first step till fifth step, payment system, distributive justice, proceeding justice, job stress and consistency had the most distribution on tending to turnover.

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1. Introduction

Turnover and service factors that tend to leave the organization in achieving its goals are difficult to allocate a new job situation. Greatly to the success mental effort, motivation and satisfaction depends on its human resources. In other words, efficiency and effectiveness of its human with the efficiency and effectiveness of a direct dependence. Educational goals of the organization and use it to treat by managers when it is well deserving of the favorable environment. Job satisfaction, love and loyalty to the organization and staff development, creating an environment that is subject to the administrators, custodians and are responsible for it. Continuous and non-destructive sound is called the very place of contemplation. The consequences of job dissatisfaction, such as absence, displacement, and work out. Job dissatisfaction can be in sue maker of creation, the poor performance, reduced productivity, disciplinary problems, and ultimately, turnover is low work. Index of superiority to other organizations having a strong and committed workforce has been introduced. Human resources with organizational affiliations, loyal and consistent with the goals and values of the job duties and responsibilities that go beyond the operations, is a major factor in the performance of the organization (Sajjadi et al., 2009). Do the always this fear that

human capital losses and see her lose. During the years of effort and cost such as the cost of -related posts vacant, hired new staff, training and reduced productivity of the organization imposes to some of it we can a theory. R. J. The biological needs of human needs into three categories, the need to belong and the need to share is growing. Herzberg 2 factor theory, which needs to be divided into two categories of health and motivational factors. Theory of human behavior are due to swelling of the needs felt by counts. One of the problems and the problems of staff turnover is especially valuable professional staff. Managers and researchers edge of the more costly and problematic and threatening consequences associated with the performance of the organization know .That left the issue of service; attention has shifted to researchers and managers. So that over a century of research has been done on this subject (Saif, & Nikbakht Nasrabadi, 2004). Where a penalty on early retirement (voluntary retirement) during the past year many employees capable, governmental organizations were excluded. Notification regulations on early retirement of law enforcement, official staff, contract and contract administration in at least 25 years of service for at least 20 years for men and women without the condition of age, with a maximum of five years could be leniency years up to thirty years to retire. Conditions of employment

including salary, working hours, vacation, and retirement. Organizational factors include the method, patterns, support services. Factors, including communication with coworkers, personal factors including age, years of service, family responsibilities (Saif, & Nikbakht Nasrabadi, 2004). Contractual obligations will cause trouble and bother in playing. There have to be 70% of the total cost of this type of spending - that is, in effect, leave the employee will suffer. The other costs - these include the cost of supervision, employment, formal education, taxes and exit procedures (Smart Bahabad et al., 2004). Are to be removed with this method of organization. This issue is related to internal factors be? In other words, the organizational factors that can influence the governmental organization may apply for early retirement. Therefore, in this study, researchers sought to answer the question what causes the result to apply for early retirement of employees will be. Factors related to the organization of a group can be considered. Because the organization and the collective organization of relations between people or between people and the environment, be achieved. Factors related to the organization's ability to line organizational strategy, organizational structure, process, organizational and physical condition of split, no justice, stress and dissatisfaction, and ultimately tend to leave the job. Organizations including large and small, simple or complex the structure - are. A skeleton of a building structure can be likened. The structure of an organization should be commensurate with the goals of the organization. The skeleton of a building as a residential structure, industrial structure is different, because of its foundation is different, so can cause stress, stress, and dissatisfaction, and ultimately left the service member will be effective. The turnover is in people mentioned (and janitor Abzry, 1376: 104-101). Not every organization with a force and without any labor organization will be able to continue the yard. Therefore, understanding the needs, motive, the desire, satisfaction and dissatisfaction of employees is not only necessary but also to correct policies, strategies and programs are essential to effective is (Department of Statistics and Programmed and Budget, 2008.)

Schmidt's study of the relationship between job satisfaction and len showing early retirement - gives. There is some evidence that staff can apply for early retirement to positive attitude tend to give less attention to the work. By the excellent organization of the staff have more opportunity and a challenge to work low levels is less than the jobs they are seeking early retirement. Thus the incidence of dissatisfaction with the tendency to leave his field of service to become (Varzandeh, 2009). Despite dissatisfaction

with their jobs and organizations that employees may be resorted to. Purpose of job satisfaction, the general attitude about the job. The high level of satisfaction in her job, or jobs to work his positive attitude. Moreover, who do not satisfy their negative attitude to the job and is working. Hapak complex and multidimensional concept of job satisfaction factors that define mental, physical and social communication. With the emphasis on various factors including income, employment, social values, working conditions and product -time employment is different, different ways of job satisfaction to be (Saatchi, 2005). Because of the importance of job satisfaction due to more people that is almost half of their waking hours at work to spend. Job satisfaction is the extent of positive feelings and attitudes that individuals have toward their jobs. Factors affecting the job satisfaction - Outlook: resistance or charisma, the reward system based on justice and equality under the conditions that support individual, work colleagues and friends who help and support person (Robbins, 1378: 46). Vyksly and Yvkl (1984) Job satisfaction as an employee of a job are defined. According to the theory of Smith (1969), Job satisfaction is associated with the following six factors, work - paid - up - and staff - supervisors - the organization itself. Studies on job satisfaction show that variables associated with job satisfaction are many variables in the four-story have been organizational factors, personal factors, environmental factors and social factors. Cotton and Tuttle Studies show that employees from the payment system, the supervision, nature of work and opportunities for growth and development in organizations are satisfied with a lower likelihood of organization will leave. Failure of employment in administrative and maintenance staff tended to leave the service of the organization's effectiveness. The data were randomly distributed. Pashazadh in the 1379 "Survey of University staff turnover" has tried to - main factors that cause employees to leave the service to provide identification. Be Culture, organizational learning, improved feedback, learning objectives, thanks to the prep's and organizational commitment are expected. Finally, the organizational learning culture, job satisfaction, organizational commitment and the nose for are likely to leave the service. In another study by Aplbam and colleagues in 2009 in Canada with way for desertion was excessive. Became apparent that the organizational commitment of employees, their turnover will affect. The relationship between job satisfaction and turnover in this study did not receive support. Release of potential evidence provided. To cover a wide range of backgrounds, pre the provision of a variety of theoretical approaches can be.

- 1 - Traditional Furniture turnover theory.
- 2 - Expect swelling theory.
- 3 - The theory of planned behavior The Jzn program.

External evidence to show that job satisfaction was negatively and positively with the turnover of jobs (to stay) is relevant. Christopher Brown, research, analysis, and others (2005) showed that the relationship between job satisfaction suit of an individual - and quit the service because the agency is organizations, individuals and work they change over time. Gryft and others (2000), Martz and Kampyvn (1998) expressed a commitment to the organization can be a good reason to remain a member of the organization for a long time in the organization. That they tend to stay there will be differences. I expected to respect the cessation of service, different, concluded that the evidence for meaningful differences (e.g., job satisfaction, commitment, alternative employment available, the expected income, attitudes to the left service and subjective norm) between the groups of potential users abandons there. In van Hayjdn, and Van Dam (2009) in research as "the desire to get rid of Nursing", to examine the nose the potential of nurses willing to leave the nursing profession began. This in turn tends to leave the nursing profession, when controlling for occupational commitment is pre not expected. A main argument was made known. This research was focused on the relationship between job satisfaction and turnover to study how the profession or job turnover by moderating or mediating the be. The study found strong support for the negative relationship between job satisfaction and employees tend to leave the service provided. Profession or occupation as the key to job satisfaction, willingness to turnover and job satisfaction - turnover is linked to. Non-employee and first line management, a higher level of desire to quit jobs than are employees and management. Mvnkarz and Z·ha (2009) in a study titled "An exploratory study of organizational activities, United States on survival and employee turnover" to conclude that the organizational culture, active employment, promotion and retention of staff in the Ghyrmdyryty will affect. Employment and promotion activities will also remain on the affected managers. Also found that organizational mission, goals and direction of the organization and knowledge of employees, compensation system to reward and a positive non-managerial staff turnover will reduce. Service leave or not? Be used. Organizational understanding and commitment to the provision of a pre matter of wanting to quit was served. Employees with lower levels of organizational commitment, but with a high level of institutional support, the less likely they will leave. In perceptions between managers and employees of

management, there is good faith. Most of the managers and employees on aspects of the concrete soft touch and its focus. Left the service tends to change jobs or related companies, and readiness to change with the desire to change an employee's current work is related to his .Both phenomena are associated with the eligible employees. For example, an employee with the flexibility to adapt internal and external labor market demand, are related. The main purpose of this paper to compare both phenomena and identify that eligible prior employment, in other words, following the change - and the leader's job performance.

The results showed that the two concepts (a desire to leave the service, readiness for change) and are associated with extensive and somewhat similar relationship with the former variables are. In addition, staff turnover are willing to pay. The aim of this study and the associated impact on combined they tend to leave the service. The research findings showed that motivation inside the nose is a very strong desire to leave the service. Competence approach goals positively associated with leaving the service, but this relationship was mediated by the mediation of internal motivation. The relationship between competence and willingness to approach the turnover for employees with low intrinsic motivation was positive. Mac Mans, and Andrbg (2007) in the study, "Retirement - A reach of prosperity" to show that retirement is not out of reach, but not being able to retire may not be a bad thing, and left work to stay in.

2. The Research Methodology

The statistics in this study of public sector employees are Kohgiluyeh Boyer is received, according to statistics, 11,000 will be 80 units of work in government. How many units as the sample are selected? To select the sample size between those of the general formula used is Cochran. To check the assumptions of a standard questionnaire that Kim and colleagues (1996) has been prepared, were used. By Kim and colleagues in 1996 and prepared by Price in the research as "theory about the determinants of voluntary turnover are provided" (Price, 2001: 624-617). The questionnaire in both structural and social impact of organizational factors as independent variables, on the turnover as the dependent variable has been studied. For review and analysis of data from descriptive statistics (frequency, percentage, cumulative percentage) and inferential statistics, (regression, one-way analysis of variance, groups, independent t-test) was used. In addition, from 18-spss software is used (See Figure 1).

3. Research Finding

A sample of 372 subjects participated in this study, equivalent to 245 9 / 65 percent were men and

127 per 1 / 34 percent of women have formed. Men participating in the test population almost doubled the population of women is. 298 people, equivalent to 1 / 80 percent of the participants in this study of 74 patients married and 9 / 19 percent of single people have formed. The number of companies in the test study, almost married, has four times the Singles. Number equivalent to 91 5 / 24 percent of participants in this study Yasuj, equivalent to 60 1 / 16 percent of the hard C, equivalent to 85 8 / 22 percent of Gachsaran, equivalent to 75 2 / 20 percent Dehdasht of the city, equivalent to 61 4 / 16 percent of the city are Chram be. Most of the participants Yasuj least thirty participants was difficult. 45/2 of the 168 people who experienced the following ten years to ten years to serve.

Moreover, 0 / 36% equivalent to 134 people with a history of over ten years to twenty years have formed. In addition, 8 / 18 to 70 percent of people over twenty years to thirty years have formed 9/4% of the sample equivalent to 35 people with a degree, 6 / 33 of the 125 people with a degree in diploma, 7 / 48 percent of 181 people with a bachelor's degree, 1 / 8 percent, equivalent to 30 Individuals with a bachelor's degree in 3 / 0 to 1 percent of people with doctorate degrees have been. The highest percentage to lowest percentage of people with a bachelor's degree and has been owned by people with doctorate degrees. 60/2 percent of 224 samples of individuals with employment status officially 21/8 of the 81 people with a condition of employment contract and 0 / 18% equivalent to 67 individual samples with the employment contract form said. Most belong to the official employment status and employment status to contract has been minimal. Suggests that significant regression is. Therefore, because the statistic t (945/2-) at the alpha level of 0 / 05 out of the area is zero, the research hypothesis that there is a relation between satisfaction with relationships with colleagues and left the service tend to be accepted is variable. The satisfaction of relationships with colleagues, left the service tends to be cut and vice versa. It determines the type of behavior in organizations where employees stay or leave. Also Bahabad intelligence and others (2004) in relation to social factors, drawing the non-academic careers for nurses and also factors relevant authorities and lack of attention to the suggestions and feedback from nurses and the lack of necessary support to managers and supervisors and as effective as they leave the service, which is consistent with the results of this study. Share a desire to leave the service of organizational factors is how much?

By noticing to the table 1 and 2, quantity of calculated F (35/039) with option degrees 1 and 370 in the 0/05 of Alfa level is more than the table

quantity. It shows that the regression is meaningful. So because the quantity statistic of t (-5/919) in the Alfa 0/05 level is out of the acceptance area of zero theory, research theory is based on meaningful relation between organic structure factors and tending to turning over will be accepted. Also by remarking to the table 3 standard quantity between organic structure factors variant as the predictive variant and volunteer turning over as the determined variant is equal 0/294 that this negative quantity shows the reverse relation between variants .

It means that with increasing the satisfaction of organic structure factors turning over will decrease and by decreasing the organic structure factors satisfaction, turning over will increase. Finally, by noticing to the presented determined coefficient in the table 1, we can say that 8/7 % of the changes in the turning over by organic structures factors is predictable (See Tables 1, 2 and 3).

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Payment system and turning over

There is a meaningful relation between payment system and volunteer turning over.

While the researcher is going to consider the being meaningful relation between predictive variant and determined variant in the above theory, the regression test has been used that it has been described in the down table (See Tables 4, 5 and 6).

By noticing to the table 4 and 5, quantity of calculated F (420/448) with option degrees 1 and 370 in the 0/05 of Alfa level is more than the table quantity. It shows that the regression is meaningful. So because the quantity statistic of t (-20/505) in the Alfa 0/05 level is out of the acceptance area of zero theory, research theory is based on meaningful

relation between satisfaction of payment system and tending to turning over will be accepted. Also by remarking to the table 6 standard quantity between satisfaction payment system variant as the predictive variant and volunteer turning over as the determined variant is equal 0/729 that this negative quantity shows the reverse relation between variants. It means that with increasing the satisfaction of payment, system turning over will decrease and by decreasing the satisfaction of payment system, turning over will increase. Finally, by noticing to the presented determined coefficient in the table 6, we can say that 53/2 % of the changes in the turning over by satisfaction of payment system are predictable.

Golkar (1375), Moradi (1377), Monkarez and Zeha (2009) and Bergel and others (2009) researches which have been done in this part, are about payment system and service compensating and also they have the same result with this research (See Tables 4, 5 and 6).

Upgrading processes and turning over

There is a meaningful relation between satisfaction of upgrading processes and volunteer turning over. While the researcher has used regression test to consider the being of a meaningful relation between predictive variant and determined variant in the above theory which they have been described in the down tables (See Tables 7, 8 and 9).

By noticing to the table 7 and 8, quantity of calculated F (8/991) with option degrees 1 and 370 in the 0/05 of Alfa level is more than the table quantity. It shows that the regression is meaningful. So because the quantity statistic of t (-2/999) in the Alfa 0/05 level is out of the acceptance area of zero theory, research theory is based on meaningful relation between satisfaction of increasing system and tending to turning over will be accepted. Also by remarking to the table 9 standard quantity between satisfaction increasing system variant as the predictive variant and volunteer turning over as the determined variant is equal 0/154 that this negative quantity shows the reverse relation between variants. It means that with increasing the satisfaction of increasing system, turning over will decrease and by decreasing the satisfaction of increasing system, turning over will increase. Finally, by noticing to the presented determined coefficient in the table 9, we can say that 2/4 % of the changes in the turning over by satisfaction of increasing system are predictable. Moieni badi (1379) and Pashazade (1378) in their research, impossibility of a suitable increasing is one of the staffs turning over causes that are similar with present results (See tables 7, 8 and 9).

Job independence and turning over

There is a meaningful relation between satisfactions of job independence and tending to volunteering turning over.

While the researcher is going to consider the being meaningful relation between predictive variant and determined variant in the above theory, the regression test has been used that it has been described in the down table.

By noticing to the table 10 and 11, quantity of calculated F (4/597) with option degrees 1 and 370 in the 0/05 of Alfa level is more than the table quantity. It shows that the regression is meaningful.

So because the quantity statistic of t (-2/144) in the Alfa 0/05 level is out of the acceptance area of zero theory, research theory is based on meaningful relation between satisfaction of job independence and tending to turning over will be accepted. Also by remarking to the table 11 standard quantity between satisfaction job independence variant as the predictive variant and volunteer turning over as the determined variant is equal 0/111 that this negative quantity shows the reverse relation between variants. It means that with increasing the satisfaction of job independence, turning over will decrease and by decreasing the satisfaction of job independence, turning over will increase. Finally, by noticing to the presented determined coefficient in the table 19-4, we can say that 1 % of the changes in the turning over by satisfaction of job independence are predictable. The result of this research with the result of Tousi Rad research (1381) about the job independence and tending to turning over is similar (See Tables 10, 11 and 12).

Job duty bound and turning over

There is a meaningful relation between job duty bound and volunteering tending to turning over. While the researcher is going to consider the being meaningful relation between predictive variant and determined variant in the above theory, the regression test has been used that it has been described in the down table (See Tables 13, 14 and 15).

By noticing to the table 13 and 14, quantity of calculated F (8/972) with option degrees 1 and 370 in the 0/05 of Alfa level is more than the table quantity. It shows that the regression is meaningful. So because the quantity statistic of t (-2/995) in the Alfa 0/05 level is out of the acceptance area of zero theory, research theory is based on meaningful relation between satisfaction of job duty bound and tending to turning over will be accepted. Also by remarking to the table 15 standard quantity between satisfaction job duty bound variant as the predictive variant and volunteer turning over as the determined variant is equal 0/154 that this negative quantity shows the reverse relation between variants. It means that with increasing the satisfaction of job duty

bound, turning over will decrease and by decreasing the satisfaction of job duty bound, turning over will increase. Finally, by noticing to the presented determined coefficient in the table 15, we can say that 2/4 % of the changes in the turning over by satisfaction of job duty bound are predictable. The result of this research with the result of Varzande research (2009) about the job duty bound is similar.

Job stress and turning over

There is a meaningful relation between job stress and volunteering turning over.

While the researcher is going to consider the being meaningful relation between predictive variant and determined variant in the above theory, the regression test has been used that it has been described in the down table (Tables 16, 17 and 18).

By noticing to the table 16 and 17, quantity of calculated F (71/947) with option degrees 1 and 370 in the 0/05 of Alfa level is more than the table quantity. It shows that the regression is meaningful. Therefore, because the quantity statistic of t (8/482) in the Alfa 0/05 level is out of the acceptance area of zero theory, research theory is based on meaningful relation between satisfactions of job stress and tending to turning over will be accepted. Also by remarking to the table 18 standard quantity between satisfaction job stress variant as the predictive variant and volunteer turning over as the determined variant is equal 0/403 that this negative quantity shows the reverse relation between variants. It means that with increasing the satisfaction of job stress, turning over will decrease and by decreasing the satisfaction of job stress, turning over will increase. Finally, by noticing to the presented determined coefficient in the table 18, we can say that 16/3 % of the changes in the turning over by satisfaction of job duty bound are predictable. The result of this research with the result of Golkar research (1375) has recalled the stress as the mental pressure and he has emphasized on the meaningful relation between tending to turning over and job stress. And Rahpeima (1378) being up the job dangerous and job stress and not having the safety programs, he has mentioned to these problems which they are the most main causes about tending to turning over.

Distributive justice and turning over

There is a meaningful relation between satisfaction of job distributive justice and volunteering turning over.

While the researcher is going to consider the being meaningful relation between predictive variant and determined variant in the above theory, the regression test has been used that it has been described in the down table (See Tables 19, 20 and 21).

By noticing to the table 19 and 20, quantity of calculated F (367/232) with option degrees 1 and 370 in the 0/05 of Alfa level is more than the table quantity. It shows that the regression is meaningful. Therefore, because the quantity statistic of t (-19/163) in the Alfa 0/05 level is out of the acceptance area of zero theory, research theory is based on meaningful relation between satisfactions of distributive justice and tending to turning over will be accepted. Also by remarking to the table 21 standard quantity between satisfaction distributive justice variant as the predictive variant and volunteer turning over as the determined variant is equal 0/706 that this negative quantity shows the reverse relation between variants. It means that with increasing the satisfaction of distributive justice, turning over will decrease and by decreasing the satisfaction of distributive justice, turning over will increase. Finally, by noticing to the presented determined coefficient in the table 21, we can say that 49/8 % of the changes in the turning over by satisfaction of distributive justice are predictable.

Proceeding Justice And Turning Over

There is a meaningful relation between satisfaction of proceeding justice and volunteering turning over.

While the researcher is going to consider the being meaningful relation between predictive variant and determined variant in the above theory, the regression test has been used that it has been described in the down table (see Tables 22, 23 and 24).

By noticing to the table 21 and 22, quantity of calculated F (197/768) with option degrees 1 and 370 in the 0/05 of Alfa level is more than the table quantity. It shows that the regression is meaningful.

Therefore, because the quantity statistic of t (-14/064) in the Alfa 0/05 level is out of the acceptance area of zero theory, research theory is based on meaningful relation between satisfactions of proceeding justice and tending to turning over will be accepted. Also by remarking to the table 33-4 standard quantity between satisfaction proceeding justice variant as the predictive variant and volunteer turning over as the determined variant is equal 0/590 that this negative quantity shows the reverse relation between variants. It means that with increasing the satisfaction of proceeding justice, turning over will decrease and by decreasing the satisfaction of distributive justice, turning over will increase. Finally, by noticing to the presented determined coefficient in the table 23, we can say that 34/8 % of the changes in the turning over by satisfaction of proceeding justice are predictable.

Consistency and turning over

There is a meaningful relation between satisfaction of consistency and volunteering turning over.

While the researcher is going to consider the being meaningful relation between predictive variant and determined variant in the above theory, the regression test has been used that it has been described in the down table (Tables 25, 26 and 27).

By noticing to the table 25 and 26, quantity of calculated F (13/158) with option degrees 1 and 370 in the 0/05 of Alfa level is more than the table quantity. It shows that the regression is meaningful. Therefore, because the quantity statistic of t (3/627) in the Alfa 0/05 level is out of the acceptance area of zero theory, research theory is based on meaningful relation between satisfactions of consistency and tending to turning over will be accepted. Also by remarking to the table 26 standard quantity between satisfaction consistency variant as the predictive variant and volunteer turning over as the determined variant is equal 0/185 that this positive quantity shows the direct relation between variants. It means that with increasing the satisfaction of consistency, turning over will decrease and by decreasing the satisfaction of consistency, turning over will decrease. Finally, by noticing to the presented determined coefficient in the table 34-4, we can say that 3/4 % of the changes in the turning over by satisfaction of consistency are predictable. This research results are similar to Hakman & Oldhem (1975) and Larsen & Lakin (1999).

In addition, it is based on that the different and challengeable jobs have been satisfied more than simple and common jobs. In addition, it can lead the staffs to do the best against the official jobs and repetitive duties.

The Second Secondary Theory

There is a meaningful relation between satisfactions of organic social aspects with tending to volunteering turning over.

While the researcher is going to consider the being meaningful relation between predictive variant and determined variant in the above theory, the regression test has been used that it has been described in the down table (Tables 27, 28 and 29).

By noticing to the table 28 and 29, quantity of calculated F (16/318) with option degrees 1 and 370 in the 0/05 of Alfa level is more than the table quantity. It shows that the regression is meaningful. Therefore, because the quantity statistic of t (-4/040) in the Alfa 0/05 level is out of the acceptance area of zero theory, research theory is based on meaningful relation between satisfactions of organic social factors and tending to turning over will be accepted. Also by remarking to the table 29 standard quantity between satisfaction of organic social factors variant

as the predictive variant and volunteer turning over as the determined variant is equal 0/206 that this negative quantity shows the reverse relation between variants. It means that with increasing the satisfaction of organic social factors, tending to turning over will decrease and by decreasing the satisfaction of organic social factors, tending to turn over will increase. Finally, by noticing to the presented determined coefficient in the table 27, we can say that 4/2 % of the changes in the turning over by satisfaction of organic social factors are predictable.

Have Relation with supervisors and tending to turn over

There is a meaningful relation between satisfactions of have relation with supervisors tending to volunteering turn over.

While the researcher is going to consider the being meaningful relation between predictive variant and determined variant in the above theory, the regression test has been used that it has been described in the down table.

By noticing to the table 31 and 32, quantity of calculated F (11/371) with option degrees 1 and 370 in the 0/05 of Alfa level is more than the table quantity. It shows that the regression is meaningful. Therefore, because the quantity statistic of t (-3/372) in the Alfa 0/05 level is out of the acceptance area of zero theory, research theory is based on meaningful relation between satisfactions of have a relation with supervisors and tending to turn over will be accepted. Also by remarking to the table 32 standard quantity between satisfaction of have a relation with supervisors variant as the predictive variant and volunteer turning over as the determined variant is equal 0/173 that this negative quantity shows the reverse relation between variants. It means that with increasing the satisfaction of have a relation with supervisors, tending to turn over will decrease and by decreasing the satisfaction of have a relation with supervisors, tending to turn over will increase.

Finally, by noticing to the presented determined coefficient in the table 30, we can say that 3 % of the changes in the turning over by having a relation with supervisors is predictable.

Have a relation with counterparts and tending to turn over

There is a meaningful relation between satisfactions of have relation with supervisors tending to volunteering turn over.

While the researcher is going to consider the being meaningful relation between predictive variant and determined variant in the above theory, the regression test has been used that it has been described in the down table.

By noticing to the table 34 and 35, quantity of calculated F (8/671) with option degrees 1 and 370 in the 0/05 of Alfa level is more than the table quantity. It shows that the regression is meaningful. Therefore, because the quantity statistic of t (-2/945) in the Alfa 0/05 level is out of the acceptance area of zero theory, research theory is based on meaningful relation between satisfactions of have a relation with counterparts and tending to turn over will be accepted. Also by remarking to the table 35 standard quantity between satisfaction of have a relation with counterparts variant as the predictive variant and volunteer turning over as the determined variant is equal 0/151 that this negative quantity shows the reverse relation between variants. It means that with increasing the satisfaction of have a relation with counterparts, tending to turn over will decrease and by decreasing the satisfaction of have a relation with counterparts, tending to turn over will increase. Finally, by noticing to the presented determined coefficient in the table 33, we can say that 2/3 % of the changes in the turning over by having a relation with counterparts are predictable. Haton & Emerson (1998), according to their findings they believed that organic social factors that consist of having a relation with counterparts and supervisors have an important role in tending to turn over. In fact, the kinds of their behavior determine whether that counterparts stay in an office or leave it. Also Houshmandi's and others smartness (2004) in a subject to social factors, supposing the unscientific place for nurses and also professional factors and not considering the managers to the nurses suggestions and ideas and not supporting of the managers and supervisors in the necessary positions are the most effective factors to turn over.

How much is the share of the each one of the organic factors for tending to turn over?

Now by using the systematic regression, we determine the organic factors share in tending to turn over:

By noticing to the table 37 in analyzing the handover variant, for determining the organic factors share in the first step, the predictive variant is payment system that has been entered that the quantity calculated F (420/448) with option degree 1 and 370 for payment system in the level of Alfa 0/05 is more than the table quantity. It shows the meaningful regression for payment system by noticing to the table 36 the quantity of standard coefficient payment system, tending to turn over is 0/729, and the quantity of determined coefficient for tending to turn over by payment system is equal 0/532. In addition, the determined quantity of t is (-20/505) that for this variant in the first step in the table 38 with the 0/001 meaningful level shows that

the payment system in the organic factors have the most share in the prediction of tending to turn over and the quantity of standard coefficient for payment system (-0/729) shows the powerful and reverse relation between tending to turn over and payment.

In the second step payment system and distributive justice, variants have entered as the predictive variants. The quantity of calculated F (373/097) with 2 and 369 option degree that is more than the table quantity for them in the 0/05 of Alfa level. In addition, it shows the meaningful regression for payment system and distributive justice. By noticing to the table 36, the quantity of standard coefficient for payment system and distributive justice is 0/818 and the quantity of determined coefficient for tending to turn over by payment system and distributive justice is equal 0/669. The quantity of calculated t is (-12/370,-13/809) that for these variants in the second step and in the table 48-4 with the meaningful level of 0/001 shows that the payment system and distributive justice between the organic factors in the second step have the most share in the tending to turn over by sequence. The quantity of standard coefficient for these factors (-0/440,-0/491) shows the strong and reverse relation between payment system and distributive justice for tending to turn over.

In the third step payment system and distributive justice and proceeding justice, variants have entered as the predictive variants. The quantity of calculated F (275/431) with 3 and 368 option degree that is more than the table quantity for them in the 0/05 of Alfa level. In addition, it shows the meaningful regression for payment system, distributive justice and proceeding justice. By noticing to the table 37, the quantity of standard coefficient for payment system and distributive justice and proceeding justice is 0/832 and the quantity of determined coefficient for tending to turn over by payment system, distributive justice and proceeding justice is equal 0/692. The quantity of calculated t is (-5/213,-10/111,-12/280) that for these variants in the third step and in the table 38 with the meaningful level of 0/001 shows that the payment system and distributive justice and proceeding justice between the organic factors in the second step have the most share in the tending to turn over by sequence. The quantity of standard coefficient for these factors (-0/184,-0/372,-0/440) shows the reverse relation between the variants for tending to turn over.

In the fourth step payment system and distributive justice and proceeding justice and job stress, variants have entered as the predictive variants. The quantity of calculated F (223/812) with 4 and 367 option degree that is more than the table quantity for them in the 0/05 of Alfa level. In

addition, it shows the meaningful regression for payment system, distributive justice and proceeding justice and job stress. By noticing to the table 48-4, the quantity of standard coefficient for payment system and distributive justice and proceeding justice and job stress is 0/849 and the quantity of determined coefficient for tending to turn over by payment system, distributive justice and proceeding justice and job stress is equal 0/709.

The quantity of calculated t is (4/648, -4/863, -9/749, -11/935) that for these variants in the fourth step and in the table 48-4 with the meaningful level of 0/001 shows that the payment system and distributive justice and proceeding justice and job stress between the organic factors in the fourth step have the most share in the tending to turn over by sequence. The quantity of standard coefficient for payment system, distributive justice, proceeding justice and job stress is (0/140, -0/168, -0/352, -0/419) that shows the reverse relation for the these three variants, payment system, distributive justice and proceeding justice and also it has a direct relation with job stress variant for tending to turn over.

In the fifth step payment system and distributive justice, proceeding justice, job stress and consistency, variants have entered as the predictive variants. The quantity of calculated F (182/974) with 5 and 366 option degree that is more than the table quantity for them in the 0/05 of Alfa level. In addition, it shows the meaningful regression for payment system, distributive justice, proceeding justice, job stress and consistency. By noticing to the table 57-4, the quantity of standard coefficient for payment system, distributive justice, proceeding justice, job stress and consistency is 0/845 and the quantity of determined coefficient for tending to turn over by payment system, distributive justice, proceeding justice, job stress and consistency is equal 0/714. The quantity of calculated t is (2/451, 4/813, -5/047, -9/429, -11/788) that for payment system, distributive justice, proceeding justice, job stress and consistency in the fifth step and in the table 48-4 with the meaningful level of 0/015 for consistency variant shows that payment system, distributive justice, proceeding justice, job stress and consistency between the organic factors in the fifth step have the most share in the prediction of tending to turn over by sequence.

The quantity of standard coefficient for payment system, distributive justice, proceeding justice, job stress and consistency is (0/070, 0/143, -0/173, -0/340, -0/412) that shows the reverse relation for the these three variants, payment system, distributive justice and proceeding justice and also it has a direct

relation with job stress and consistency variant for tending to turn over.

It is necessary to say that other factors that are related to the organic factors (upgrading proceeding, job independence, and job belief, relation with counterparts and relation with supervisors) for ignoring by above factors which have been told, they have been omitted and their effects have been inactivated. In addition, the results of table 48-4 are according to the down statistics:

The quantity of standard coefficient between the payment system and tending to turn over is equal -0/412 that this quantity in the level of $t=-11/788$ and in the level of 0/01 is more than the table level. Therefore, by 99% surety, we can say that the payment system variant can be effective in turning over prediction.

The quantity of standard coefficient between the distributive justice and tending to turn over is equal -0/340 that this quantity in the level of $t=-9/429$ and in the level of 0/01 is more than the table level. Therefore, by 99% surety, we can say that the distributive justice variant can be effective in turning over prediction.

The quantity of standard coefficient between the proceeding justice and tending to turn over is equal -0/173 that this quantity in the level of $t=-5/047$ and in the level of 0/01 is more than the table level. Therefore, by 99% surety, we can say that the proceeding justice variant can be effective in turning over prediction.

The quantity of standard coefficient between the job stress and tending to turn over is equal 0/143 that this quantity in the level of $t=4/813$ and in the level of 0/01 is more than the table level. Therefore, by 99% surety, we can say that the job stress variant can be effective in turning over prediction.

The quantity of standard coefficient between the consistency and tending to turn over is equal 0/070 that this quantity in the level of $t=2/451$ and in the level of 0/05 is more than the table level. Therefore, by 99% surety, we can say that the consistency variant can be effective in turning over prediction.

Now by using the results in the fifth step of the table 38, the statistically relation for having the relation between organic factors and tending to turn over are according to the down statistics:

- Y: tending to turn over (determined variant)
- X1: payment system (predictive variant)
- X2: distributive justice (predictive variant)
- X3: proceeding justice (predictive variant)
- X4: job stress (predictive variant)
- X5: consistency (predictive variant)

Figur 1: Research Procedure

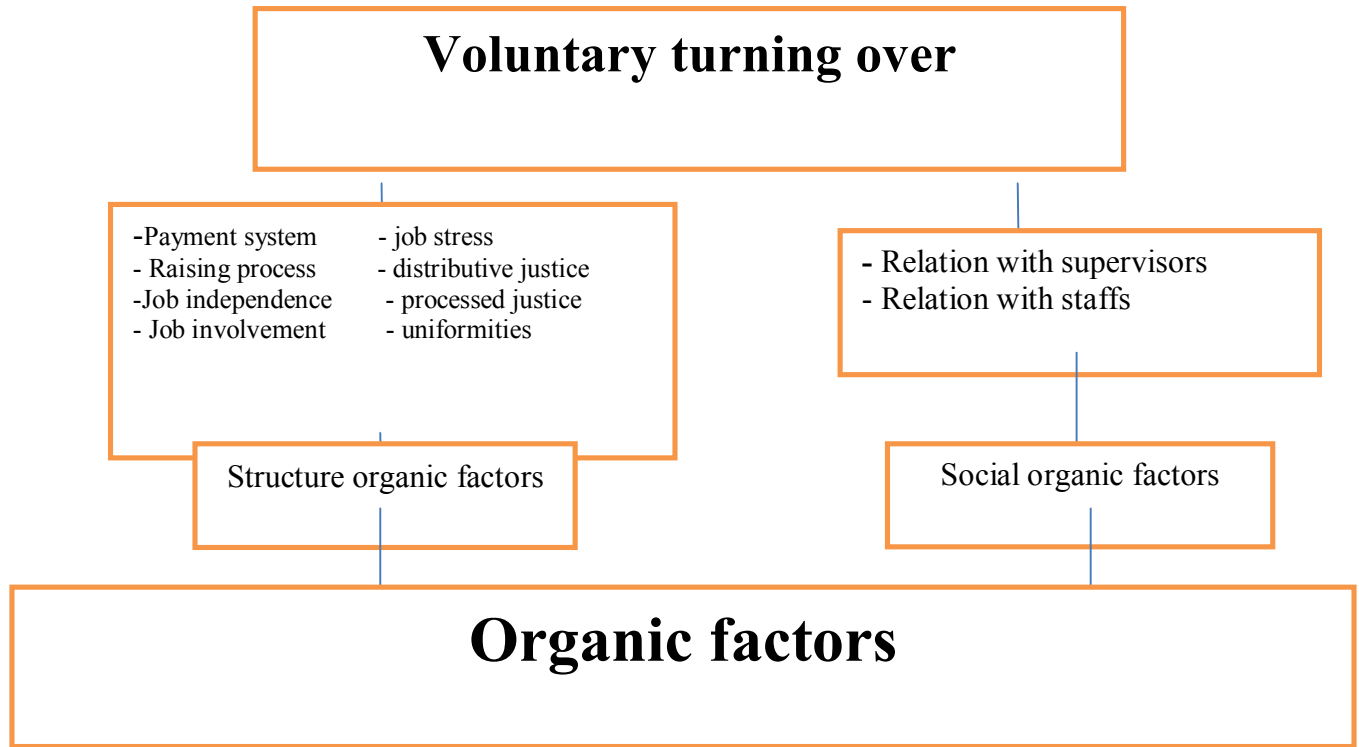


Table 1: Regression Model Summary

Model	Determination of coefficient
1	0/087

Table 2: Analyzing the Overhand Variance of the Structure Organic Factors and Turning Over

Model	Total of squares	Optional degree	Average of squares	Test statistic	Meaningful level
Regression	205/971	1	205/971	35/039	0/000
Remainder	2174/986	370	5/878		
Total	2380/956	371			

Table 3: Regression Meaningful Table of Structure Organic Factors

Model	Not being standard		Standard	T	Meaningful level
	B	Standard error	Beta		
Offset width of the organic structure factors	22/807	0/936	-0/294	21/608	0/000
	-0/042	0/007		-5/919	0/000

Table 4: Regression Model Summary

Model	Determined coefficient
1	0/532

Table 5: Analyzing the Handover Variance of the Payment System and Turning over Satisfaction

Model	Total of squares	Option degree	Average of squares	Statistic of test	Meaningful level
Regression	1266/45	1	1266/45	420/448	0/000
Remainder	1114/499	370	3/012		
Total	2380/957	371			

Table 6: Regression Meaningful Satisfaction Table of the Payment System

Model	Not standard		Standard	T	Meaningful level
Width offset of the payment system	B	Standard error	Beta	79/150 -20/505	0/000 0/000

Table 7: Regression Model Summary

Model	Determination of coefficient
1	0/024

Table 8: Analyzing the Handover Variance of the Satisfaction Increasing System and Turning Over

Model	Total of squares	Option degree	Average of squares	Statistic of test	Meaningful level
Regression	56/487	1	56/487	8/991	0/003
Remainder	2324/470	370	6/282		
Total	2380/957	371			

Table 9: The Meaningful Regression Table for Increasing System

Model	Being standard		Standard	T	Meaningful level
	B	Standard errors	Beta		
With offset of the increasing system	16/494	0/465	-0/154	35/492	0/000
	-0/112	0/037		-2/999	0/003

Table 10: Regression Model Summary

Model	Determined coefficient
1	0/010

Table 11: Analyzing the Handover Variant for Job Independence and Turning Over

Model	Total of squares	Option degree	Average of squares	Statistic of test	Meaningful level
Regression	29/220	1	29/220	4/597	0/033
Remainder	2351/737	370	6/356		
Total	2380/957	371			

Table 12: Regression Meaningful Table for Job Independence

Model	Not standard		Standard	T	Meaningful level
	B	Standard errors	Beta		
Job independence width offset	16/122	0/469	-0/111	34/373	0/000
	-0/065	0/03		-2/144	0/033

Table 13: Regression Model Summary

Model	Determined coefficient
1	0/024

Table 14: Analyzing the Handover Variant for Job Duty Bound and Turning Over

Model	Total of squares	Option degree	Average of squares	Statistic of test	Meaningful level
Regression	56/368	1	56/368	8/972	0/003
Remainder	2324/589	370	6/283		
Total	2380/957	371			

Table 15: Regression Meaningful Table for Job Duty Bound

Model	Not standard		Standard	T	Meaningful level
	B	Standard errors	Beta		
Job independence width offset	16/386	0/431	-0/154	38/051	0/000
	-0/087	0/029		-2/995	0/033

Table 16: Regression Model Summary

Model	Determined coefficient
1	0/0163

Table 17: Analyzing the Handover Variant for Job Stress and Turning Over

Model	Total of squares	Option degree	Average of squares	Statistic of test	Meaningful level
Regression	387/611	1	387/611	71/947	0/003
Remainder	1993/346	370	5/387		
Total	2380/957	371			

Table 18: Regression Meaningful Table for Job Stress

Model	Not standard		Standard	T	Meaningful level
	B	Standard errors	Beta		
	10/669	0/543	-0/403		
	-0/093	0/012		-8/482	0/000

Table 19: Regression Model Summary

Model	Determined coefficient
1	0/498

Table 20: Analyzing the Handover Variant for Distributive Justice and Turning Over

Model	Total of squares	Option degree	Average of squares	Statistic of test	Meaningful level
Regression	1186/009	1	1186/009	367/232	0/000
Remainder	1194/948	370	3/230		
Total	2380/957	371			

Table 21: Regression Meaningful Table for Distributive Justice

Model	Not standard		Standard	T	Meaningful level
	B	Standard errors	Beta		
	19/865	0/263	-0/706		
	-0/296	0/015		-19/163	0/000

Table 22: Regression Model Summary

Model	Determined coefficient
1	0/348

Table 23: Analyzing the Handover Variant for Proceeding Justice and Turning Over

Model	Total of squares	Option degree	Average of squares	Statistic of test	Meaningful level
Regression	829/398	1	829/398	197/768	0/000
Remainder	1551/559	370	4/193		
Total	2380/957	371			

Table 24: Regression Meaningful Table For Proceeding Justice

Model	Not standard		Standard	T	Meaningful level
	B	Standard errors	Beta		
	19/826	0/349	-0/590		
	-0/278	0/020		-14/064	0/000

Table 24: Regression Model Summary

Model	Determined coefficient
1	0/034

Table 25: Analyzing the Handover Variant for Consistency and Turning Over

Model	Total of squares	Option degree	Average of squares	Statistic of test	Meaningful level
Regression	81/763	1	81/763	13/158	0/000
Remainder	2299/194	370	6/214		
Total	2380/957	371			

Table 26: Regression Meaningful Table For Consistency

Model	Not standard		Standard	T	Meaningful level
	B	Standard errors	Beta		
	Consistency width offset	13/621 -0/126	0/442 0/035		

Table 27: Regression Model Summary

Model	Determined coefficient
1	0/042

Table 28: Analyzing the Handover Variant for Organic Social Factors and Turning Over

Model	Total of squares	Option degree	Average of squares	Statistic of test	Meaningful level
Regression	100/569	1	100/569	16/318	0/000
Remainder	2280/388	370	6/163		
Total	2380/957	371			

Table 29: Regression Meaningful Table for Organic Social Factors

Model	Not standard		Standard	T	Meaningful level
	B	Standard errors	Beta		
	Organic social factors width offset	17/960 -0/104	0/706 0/026		

Table 30: Regression Model Summary

Model	Determined coefficient
1	0/030

Table 31: Analyzing the Handover Variant for Having the Relation with Supervisors and Turning Over

Model	Total of squares	Option degree	Average of squares	Statistic of test	Meaningful level
Regression	70/994	1	70/994	11/371	0/001
Remainder	2309/963	370	6/243		
Total	2380/957	371			

Table 32: Regression Meaningful Table For Organic Social Factors

Model	Not standard		Standard	T	Meaningful level
	B	Standard errors	Beta		
	Have a relation with supervisors width offset	16/970 -0/138	0/533 0/041		

Table 33: Regression Model Summary

Model	Determined coefficient
1	0/023

Table 34: Analyzing the Handover Variant for Having the Relation with Counterparts and Turning Over

Model	Total of squares	Option degree	Average of squares	Statistic of test	Meaningful level
Regression	54/518	1	54/518	8/671	0/003
Remainder	2326/439	370	6/288		
Total	2380/957	371			

Table 35: Regression Meaningful Table for Having a Relation with Counterparts

Model	Not standard		Standard	T	Meaningful level
Have a relation with counterparts width offset	B	Standard errors	Beta	28/987 -2/945	0/000 0/003
	16/822	0/581	-0/151		
	-0/121	0/041			

Table 36: Regression Model

Model	Determined coefficient
1	0/532
2	0/669
3	0/692
4	0/709
5	0/714

Table 37: Analyzing the Handover Variant for Organic Factors and Turning Over

Model		Total of squares	Option degree	Average of squares	Test statistic	Meaningful level
First step	Regression	1266/458	1	1266/458	420/448	0/000
	Remainder	1114/449	370	3/012		
	Total	2380/957	371			
Second step	Regression	1593/136	2	796/568	373/097	0/000
	Remainder	787/821	369	2/135		
	Total	2380/957	371			
Third step	Regression	1647/308	3	549/103	275/431	0/000
	Remainder	733/649	368	1/994		
	Total	2380/957	371			
Fourth step	Regression	1688/691	4	422/173	223/812	0/000
	Remainder	692/266	367	1/886		
	Total	2380/957	371			
Fifth step	Regression	1699/869	5	339/974	182/974	0/000
	Remainder	681/088	366	1/861		
	Total	2380/957	371			

Table 38: The Meaningful Regression for Organic Factors

Model	Not standard		Standard	T	Meaningful level
	B	Standard error	Beta		
First step	Payment system width offset	19/997	0/253	-0/729	79/150
		-0/837	0/041		-20/505
Second step	Payment system width offset Distributive justice	21/355	0/239	-0/440	89/211
		-0/564	0/041		-13/809
		-0/185	0/015		-12/370
Third step	Payment system width offset Distributive justice and proceeding justice	22/013	0/264	-0/184	83/532
		-0/504	0/041		-12/280
		-0/156	0/015		-10/111
		-0/087	0/017		-5/213
Fourth step	Payment system width offset Distributive justice and proceeding justice and job stress	20/053	0/491	0/140	40/859
		-0/481	0/041		-11/935
		-0/147	0/015		-9/749
		-0/079	0/016		-4/863
		-0/034	0/007		4/648
Fifth step	Payment system width offset Distributive justice and proceeding justice, job stress and consistency	19/367	0/562	0/073	34/461
		-0/473	0/040		-11/788
		-0/143	0/015		-9/429
		-0/082	0/016		-5/047
		-0/035	0/007		4/813
		-0/047	0/019	2/451	0/015

Table 39: Regression Model Summary

Model	Determined coefficient
1	0/105

Table 40: Analyzing the Handover Variant for Organic Factors and Turning Over

Model	Total of squares	Option degree	Average of squares	F statistic	Meaningful level
Regression	249/925	1	249/925	43/393	0/000
Remainder	2131/032	370	5/760		
Total	2380/957	371			

Table 41: Meaningful Regression Table for Organic Factors

Model	Not standard		Standard	T	Meaningful level
	B	Standard error	Beta		
Organic factors width offset	22/032	1/051		20/959	0/000
	-0/043	0/006	-0/324	-6/587	0/000

Regression Model

While the researcher is going to consider the being meaningful relation between predictive variant and determined variant in the above theory, the regression test has been used that it has been described in the down table.

By noticing to the table 48 and 49, the quantity calculated F (43/393) with option degree 1 and 370 for payment system in the level of Alfa 0/05 is more than the table quantity that it shows the meaningful regression. Because the quantity of t statistic in 0/05 of Alfa level is (-6/587), it is out of zero theory, the theory that is according to be a meaningful relation between organic factors and tending to turn over is accepted. Also by noticing to the table 49, the standard quantity between organic factors as the predictive variant and volunteering turning over as the determined variant is equal 0/324 that this negative quantity shows the reverse relation between two variants. It means by increasing the satisfaction of organic factors, tending to turnover will decrease and by decreasing the satisfaction of organic factors, tending to turnover will increase. Finally, by noticing to the determined coefficient, we can say that 10/5 % of changes in tending to turnover by organic factors are predictable.

Suggestions

Payment system is one of the most effective factors of organic factors. Although, payment in the governmental part is out of provincial undertakers responsibilities, but following the justice in paying the financial remunerations and overtimes must be noticed. Even the most staff dissatisfactions of the system happen in this manner and the staff tends to turn over gradually. In the distributive justice in the organ, we must have attention to the staff's competence. When the subordinate feels that he can show his competence more than the superior, his obedience of superior will decrease and it may become a reason to encourage the person to leave the

organ. In the distributive discussion, in the organ we must pay attention to the people's competence. Because when a down hand person feel that he has a more competence than his upper hand person in doing the tasks, following the roles and obedience will decrease. To the researcher idea, one of the most important points is that we must have justice between stuffs and using the consequent roles for the stuffs in the governmental part. One of the most important factors that the upper hand managers must pay attention to it is decreasing the job stress of the stuffs. Because by increasing the job stress, turning over will increase. Maybe we can say that versatility in the work place can increase the job stress. Undertaker must not have consistency situation position for the stuffs. Determining the job explanation is one of the job independence aspects. So when the stuff knows his responsibilities, he can do his work as well and he doesn't t mixed up. Upgrading process and increasing system is one of other organic factors. So it is necessary that undertaker have the especial roles for increasing in the organ. Creation the friendly and confident able relation between the stuffs and supervisors is one of the effective organic factors that relates to turning over.

4. Conclusion

In deduction we conclude that the organic factors are the effective factors for turning over and realizing from the organ. Payment system and upgrading process, job independence, distributive justice, proceeding justice, job stress, have relation with stuff and have relation with supervisors have been used as a organic factors in this research. And for determining the each one of them distribution we have used the step by step regression and payment system had the most distribution in turning over by sequence. Therefore we can say that payment system or organic payments to the stuffs have the most distribution in stuff's encountering for staying in the organ. But after payment system, distributive justice and proceeding

justice have the most shares in the organ. We must say that justice can fit the organ but injustice destroys the organ. After payment system, distributive justice and proceeding justice, another two factors which had the effect in the turning over, are job stress and consistency.

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