

Parameters	Estimators	Standard error	t-Value	R ²
Remuneration \leftarrow employee satisfaction	0.78	0.06	11.23	0.3
Co-workers \leftarrow employee satisfaction	0.59	0.05	10.58	0.2
Promotion \leftarrow employee satisfaction	0.83	0.07	11.50	0.3
Job conditions \leftarrow employee satisfaction	0.86	0.07	11.87	0.3
Training \leftarrow employee satisfaction	0.92	0.07	12.72	0.3
Information flow \leftarrow employee satisfaction	0.90	0.06	11.36	0.4
Relation with supervisor \leftarrow employee satisfaction	0.79	0.07	12.04	0.3
Job security \leftarrow employee satisfaction	1.026	0.06	14.75	0.4
Job nature \leftarrow employee satisfaction	0.66	0.06	10.76	0.2
Job love \leftarrow employee satisfaction	0.74	0.07	10.71	0.2
INT1 \leftarrow intention to leave	1.28	0.01	7.26	0.6
INT3 \leftarrow intention to leave	1.28	0.09	13.23	0.5
INT5 \leftarrow intention to leave	1.26	0.09	13.08	0.5
SATISFACTION \rightarrow INTENTION TO LEAVE	-0.32	0.06	-5.51	0.1

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