

Parameters	Estimators	Standard error	t-Value	R <sup>2</sup>
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
<b>SATISFACTION <math>\rightarrow</math> INTENTION TO LEAVE</b>	<b>-0.32</b>	<b>0.06</b>	<b>-5.51</b>	<b>0.1</b>

# Journals On Employee Motivation And Job Satisfaction

**Ruth M. Walsh, Stanley J. Birkin**



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