

JOB DEMAND AND TURNOVER INTENTION: A COMPARATIVE ANALYSIS OF MALE AND FEMALE BANK EMPLOYEE'S RESILIENCE

¹Abayomi O. Olusa & ²Kehinde Bolaji

¹Department of Behavioural Studies, Redeemer's University
Ede, Osun State, Nigeria

²Department of Pure and Applied Psychology, Adekunle Ajasin University
Akungba-Akoko, Ondo State, Nigeria

Email: bjjyomsi@yahoo.com

Abstract

Major difficulties entangling and reoccurring in the banking sector are work pressure and job insecurity. This has necessitated more research on job demand and turnover intention among bank employees. This study thus examined the role of resilience on job demand and turnover intention of bank employees considering gender differences. Sampling 276 bank workers (male= 154; female= 122) with mean age of 31.68 (SD=5.28), measures on resilience, job demand and turnover intentions were administered and obtained data were utilised to test six hypotheses. The results revealed that job demand and turnover intention were positively related among both genders. There were significant gender differences in resilience and turnover intention of employees. Turnover intention and job demand decreases with significant increase in resilience of both gender, but slightly differently. Recommendations were put forth based on the findings with the intent of managing and preventing work pressures and fear of losing the job respectively.

Keyword: Resilience, job demand, turnover intention and gender