

IMPACT OF JOB DISSATISFACTION AND WORK-FAMILY  
CONFLICT ON TURNOVER INTENTION WITH MODERATING  
ROLE OF FINANCIAL REWARDS AMONG PUBLIC SECTOR  
PHYSICIANS IN ISLAMABAD, PAKISTAN

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## Abstract

Shortage of physicians in developing countries like Pakistan, further deteriorate by the turnover of skilled employees. Turnover intention, if identified, is the stage before actual turnover, can be controlled. Job dissatisfaction and work family conflict are two factors that effects the turnover intention. Financial reward is one tool that can be control the turnover intention, if utilize properly.

Keywords: Turnover intention, Job satisfaction, job dissatisfaction, work family conflict, financial rewards, public sector, physicians



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