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**THE IMPACT OF JOB STRESS ON TURNOVER INTENTION AND
JOB PERFORMANCE: A STUDY IN THE HEALTH SECTOR**



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Dedication

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ABSTRACT

Stress in organizations has become more and more accepted and expected with all its negative or positive consequences nowadays. Today, organizations have come to realize that certain stress is unavoidable and therefore they are developing strategies to counter stress in the hope to reduce its destructive impact on job performance and turnover intentions. Job performance remains a controversial matter as it is hard to define it. High turnover rate seems to be indicative of the efficiency deficit of organizations. The challenges of yesterday are different from today, and therefore we ought to become aware of our environment and especially of the negative and positive impact. Our study focusses mainly on the relationship between these variables, with stress being the independent variable while job performance and turnover intention are expressed or considered as the dependent variables. Our finding suggests that the existence of the correlation between job stress and job performance and turnover intentions wasn't possible because of the small sample size of our study. Leaders and organizations around the world should back-up their strategies and policies with scientific research and findings which will allow them to enhance their competitive edge in the global village of tomorrow.

Key terms: job stress, job performance, turnover intention