

ABSTRACT

This study uses a Structural Equation Modelling (SEM) approach to explore the causal relationships between job misfit, job satisfaction, organizational commitment, and turnover intention. Convergent validity, discriminant validity, and reliability analyses showed good results. The R-Square value indicates that the exogenous variables in the model explain a substantial portion of the variance in turnover intention and organizational commitment. The Goodness of Fit test shows the model has a good to moderate fit. Path analysis revealed that job misfit has a significant effect on turnover intention, job satisfaction, and organizational commitment. Job satisfaction and organizational commitment also significantly influence turnover intention. Mediation analysis shows that job satisfaction and job misfit partially mediate the relationship between organizational commitment and turnover intention. These findings provide important insights for organizations in their efforts to reduce turnover by minimizing job misfit, enhancing job satisfaction, and strengthening employee organizational commitment.

Keywords: Job Mismatch, Job Satisfaction, Organizational commitment, Turnover intention