

# **The impact of perceived organizational support and psychological capital on turnover intention: Based on the survey of teachers in Guangxi private colleges and universities**

## **ABSTRACT**

Based on the Social Identity Theory and Social Exchange Theory, the paper explores the influence mechanism of perceived organizational support, psychological capital and turnover intention among teachers in Guangxi private colleges and universities. The mediating role of psychological capital in the relationship between perceived organizational behavior and turnover intention is further studied. Then, the theoretical model is constructed and a questionnaire survey is conducted among 600 teachers in Guangxi private colleges and universities. AMOS and SPSS22.0 were used for correlation analysis and regression analysis of the data. The results show that the teachers' perceived organizational support, psychological capital and its dimensions have significant negative correlation with the turnover intention. However, the resilience (the fourth dimension of psychological capital) has no significant relationship with turnover intention. Moreover, psychological capital plays a mediating role in the relationship between perceived organizational support and turnover intention, but the resilience dimension does not show the expected relationship.