

TABLE 4. Significant variables and their influence on turnover intention.

Variable	Spearman's ρ	p-value	Interpretation
Work Engagement	−0.384	< 0.001	Moderate negative correlation (significant)
Psychological Empowerment	−0.511	< 0.001	Strong negative correlation (significant)
Organistional Commitment	−0.479	< 0.001	Strong negative correlation (significant)
Work-Related Stress	0.106	0.271	No significant correlation
Work-Family Conflict	0.139	0.150	No significant correlation
Job Satisfaction	0.129	0.176	No significant correlation