

The Effect of Organizational Commitment on the Relationship Between Quality of Work Life and Intention to Leave Work (An applied study on nursing staff in private sector hospitals)

**Sally Yousef Elshiekh¹, Mohamed Wahba Mohamed Hassan², Mohamed A. Ragheb³,
Mohamed Hegazi⁴**

Arab Academy for Science, Technology & Maritime Transport

Abstract

The current study aimed to measure the impact of quality of work life practices on the intention to leave work by examining the mediating effect of organizational commitment, by applying it to nurses working in private hospitals in Alexandria Governorate. By analyzing questionnaire data obtained from 290 female nursing staff (department head, supervisor, nurse) using SPSS28 and AMOS27 to analyze the data obtained, which is one of the famous statistical programs. By presenting the results of the study model hypotheses tests, the following can be concluded:

There is a significant, statistically significant effect of quality of work life practices on the intention to leave work. It was also found that the most influential axes are the physical work environment conditions, and the least influential are promotion and advancement.

Organizational commitment mediates the relationship between quality of work life practices and intention to partially leave work.

Keywords: Quality of work life , organizational commitment , intention to leave work