

Organizational Support and Turnover Intentions: A Moderatedmediation Approach

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Aim: The current study aims to examine the moderating role of psychological ownership in the process that translates organizational support into nurses' turnover intentions through job satisfaction. **Design:** A cross-sectional research design was used to test the hypotheses. **Method:** Using a purposive sampling 341 self-completed survey data were collected from nurses working in two public hospitals in Iran. Structural equation modelling was used to analyze the data. **Result:** The research revealed that organizational support and job satisfaction were negatively related to a healthcare professionals' turnover intention. Moreover, job satisfaction mediated the negative relationship between organizational support and turnover intention. The research also revealed that psychological ownership strengthened the positive relationship between organizational support and job satisfaction.

Keywords: *Iran, Job Satisfaction, Nurses, Organizational Support, Psychological Ownership, Turn Over Intention*