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Author Trinh Thi Gam
Author's Email Address No Public.
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Abstract
Because of the important role of employees in the organization, as well as, the emerged need of psychology issue, and the need of understanding about Vietnamese employees, who have been developed in quantities and qualities with harder and poorer lives than employees in the South-east Asian.
The purpose of this study is to gain a better understanding of the relationships among Job characteristic and Job attitude, and behaviour intention represented by turnover intention of employees in Vietnam. In this study, Job characteristic is utilized with two variables which are job autonomy and task interdependence. Job attitude is utilized with three variables which are Job satisfaction, affective commitment and attitude toward change. Behaviour intention is utilized with turnover intention.
This study also focuses on revealing homogenous demographic characteristics these employees exhibit that affect the relationship among job characteristic, job attitude and behavioural intention. Research was conducted through a survey instrument consisting of demographic, Job autonomy, Task interdependence, Job satisfaction, Affective commitment, Attitude toward change, and turnover intention questions adopted from the validated questionnaires of the previous authors. The study generated an 84.5 percent response rate from 265 employees who had worked at the organizations which located in North, South, and Middle of Vietnam. Responses from the survey were statistically analyzed with reliability, multiple regression, t-test and one-way ANOVA analyses and correlation among 14 variables.
Results of the study indicate that in general the job characteristics statistically affected on job attitude, however task interdependence and attitude toward change was not related to each other. The relationship within the variables of job attitude itself also indicated the job satisfaction has a significant relationship to affective commitment, but attitude toward change was not related with two others. Further, the relationship between Job attitude and behavioural intention was showed in the influence of affective commitment and job satisfaction on turnover intention, except attitude toward change on turnover intention.
Further, There was a statistically significant difference in task interdependence scores between Government section and Foreign section; difference in affective commitment scores for groups of

foreign section & Government section; the difference in turnover intention score between group of Government section & Private section, and between foreign section and Government; the difference score of job autonomy for groups of High school & Group of Un-graduate.
Advisory Committee Yu-Li Lin - advisor

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