

## **Organisational Climate and Intent to Leave among Recruitment Consultants in Johannesburg, South Africa**

**Ruvarashe Saungweme and Calvin Gwandure\***

*University of the Witwatersrand, Johannesburg, South Africa*

*E-mail: \*<Calvin.Gwandure@wits.ac.za>*

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**ABSTRACT** The aim of this study was to investigate the relationship between organisational climate and intent to leave among recruitment consultants. The sample comprised of recruitment consultants from a multinational human resource consulting company in Johannesburg. A total of 52 recruitment consultants participated in the study. The variables investigated were organisational climate and intent to leave. The psychological well-being of recruitment consultants was assessed using the organisational climate scale and the turnover intention scale. Data were analysed using Pearson's product moment correlation to establish the relationship between organisational climate and intent to leave among recruitment consultants. The results obtained indicated a negative correlation between organisational climate and recruitment consultants' intention to quit. A bad working environment was associated with the intention to leave the organisation. In view of the findings of this study, future studies could focus on improving organisational climate and reducing intent to leave among recruitment consultants. The studies could assess the working conditions and their effect on actual turnover among recruitment consultants in post-apartheid South Africa.