

Relationship between Organizational Change Cynicism and Some Variables in Turkish Public Schools

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ABSTRACT The present paper aims to determine the effects of the variable, the organizational change cynicism, on job satisfaction, intention of quitting and alienation variables. The research has been set up in correlational model. Via convenience sampling technique, 715 teachers selected from 15 schools in Kocaeli were the sample of the research. "Organizational Change Cynicism Scale", "Job Satisfaction Scale", "Quitting Scale" and "Alienation Scale" used as data collection tools. Correlation and regression analyses implemented to test the hypotheses and the method of the research. It was found out that the perception of organizational change cynicism is related to job satisfaction, intention of quitting job and alienation variables; and the study concluded that the variable of organizational change cynicism is a variable that predicts those other variables such as job satisfaction, the intention of quitting job and alienation.