

# Abstract

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**“Organizational Commitment, Job Satisfaction and Job Performance as a mediator between Role Stressors and Turnover Intentions A Study from an Egyptian cultural perspective”**

Abstract Purpose – The purpose of this paper is to explore (1) the effect of the relationship among role stress (role conflict, role ambiguity, role novelty &#97;&#110;&#100; role overload) on job performance, job satisfaction, organizational commitment &#97;&#110;&#100; turnover intentions &#97;&#110;&#100; (2) the situational relationships among job satisfaction, job performance, employee commitment to organizations &#97;&#110;&#100; employee turnover intentions through a case analysis on college of management &#97;&#110;&#100; technology (CMT) one of the Arab academy for science &#97;&#110;&#100; technology &#97;&#110;&#100; maritime transport.