

# **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**

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