

# EXPLORING THE FACTORS INFLUENCING RESIGNATION INTENTIONS AMONG UNIVERSITY LECTURERS: A CASE STUDY IN VIETNAM

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## Appendix1. Proposed measurement items for constructs

Constructs	Code	Measurement Items	References
Job Satisfaction	JSAT1	I am satisfied with my current salary and benefits.	(Aftab et al., 2024; Ingersoll & Tran, 2023; Labrague, 2020)
	JSAT2	My work gives me a feeling of personal accomplishment.	
	JSAT3	I am satisfied with the support I receive for research.	
	JSAT4	I feel that I have sufficient autonomy in my teaching.	
	JSAT5	I am satisfied with my opportunities for professional growth.	
Job Pressure	JPRE1	My job requires working under pressure.	(Alzubi et al., 2023; Calisir et al., 2011; Ni et al., 2022)
	JPRE2	I often feel overwhelmed by my workload.	
	JPRE3	I feel emotionally drained by my work responsibilities.	
	JPRE4	The administrative workload is excessive.	
Organizational Commitment	COMM1	I am proud to be part of my current institution.	(Juhdi et al., 2013; Ramalho Luz et al., 2018; Xueyun et al., 2024)
	COMM2	I feel a strong sense of belonging to my organization.	
	COMM3	I would recommend my institution as a good place to work.	
	COMM4	I feel emotionally attached to this university.	
	COMM5	I identify with the values of my institution.	
	COMM6	I am willing to put in extra effort for the university's success.	
Resignation Intentions	REIN1	I have thought about resigning from my current job.	(Aftab et al., 2024; Li et al., 2019;

REIN2	I am actively seeking other job opportunities.	Nguyen Tuan Duong et al., 2023; Xueyun et al., 2024)
REIN3	I often think about leaving this institution.	
REIN4	I plan to resign from this university in the near future.	
REIN5	I would accept another job if offered better conditions.	
REIN6	I feel uncertain about continuing in my current role.	
REIN7	I feel disengaged from my current work responsibilities.	
REIN8	I feel my current job is not fulfilling anymore.	

## Appendix 2. Demographic Characteristics of the Sample

Variable	Frequency	Percentage
<b>Gender</b>		
Male	179	59.08%
Female	124	40.92%
<b>Age</b>		
25-35	112	37.01%
36-45	94	31.02%
46-55	70	23.10%
56+	27	8.87%
<b>Type of Institution</b>		
Public	184	60.73%
Private	119	39.27%

## Appendix 3. The results of the exploratory factor analysis for the independent variables.

Items	Values	Standard
KMO	0.765	$0.5 < \text{KMO} < 1$
Sig. (in Bartlett's Test)	0.000	$0.000 < 0.05$
Variance explained	65.006%	$65.006\% > 50\%$
Eigenvalues	2.799	$2.799 > 1$

**Appendix 4.** Cronbach's Alpha coefficients for key constructs

<b>Variables</b>	<b>Cronbach's Alpha Coefficient</b>	<b>No. of OVs</b>
Job Satisfaction (JSAT)	0.811	5
Job Pressure (JPRE)	0.853	4
Organizational Commitment (COMM)	0.789	6
Resignation Intentions (REIN)	0.887	8

**Appendix 5.** The Related Component Matrix

<b>Observation Variables</b>	<b>Components</b>		
	<b>COMM</b>	<b>JPRE</b>	<b>JSAT</b>
COMM5	0.808		
COMM4	0.801		
COMM2	0.779		
COMM3	0.765		
COMM1	0.721		
COMM6	0.699		
JPRE3		0.890	
JPRE2		0.888	
JPRE1		0.810	
JPRE4		0.799	
JSAT2			0.822
JSAT1			0.788
JSAT3			0.714
JSAT5			0.710
JSAT4			0.678
Sig. = 0.000			
KMO = 0.911			
Principle Axis Factoring, Promax Rotation			

**Appendix 6. Results of ANOVA**

	<b>SS</b>	<b>df</b>	<b>MS</b>	<b>F</b>	<b>Sig.</b>
Regression	21.349	6	3.558	41.859	0.000
Error	20.642	243	0.085		
Total	41.991	249			