

## Abstract

“The study of the relationship between Spiritual Quotient, Joy at Work and Turnover Intention: A Case Study of Private Company in Bangkok.” Is a survey research. The purposes of this study are as follows: to study levels and relationships of Spiritual Quotient, Joy at Work and Turnover Intention and also to design an equation for predicts Turnover Intention from Spiritual Quotient and Joy at Work.

The sample consisted of 199 employees from Private Company in Bangkok. The instruments were questionnaires consisted of 4 parts; Part 1: Seven categories of Personal Factors included sex, status, position, age, year of experience, level of education and income; Part 2: 35 items measuring spiritual quotient, 14 items measuring joy at work and 10 items measuring turnover intention.

The statistical measures used are frequency, percentage, arithmetic mean, standard deviation, Pearson's product moment correlation and stepwise multiple regression analysis. The results of this study were as follows:

1. Employees had normal level of spiritual quotient, had normal level of joy at work and had normal level of turnover intention.
2. There was positive relationship between spiritual quotient and joy at work. When consider each dimentions of spiritual quotient, we realized that, there was positive relationship between each dimention of spiritual quotient and joy at work.
3. There was no statistically significant correlation between spiritual quotient and turnover intention.
4. There was negative relationship between joy at work and turnover intention. When consider each dimentions of joy at work, we realized that, there was negative relationship between each dimention of joy at work and turnover intention.
5. 26.1 percents of joy at work can predict turnover intention.