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## Impact of LMX and co-workers satisfaction on turnover intentions

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### Keywords

LMX, co-workers satisfaction, turnover intentions, oil sector, Kuwait

### Abstract

*The purpose of this research is to investigate the relationship between leader-member exchange theory (LMX), co-worker satisfaction, and turnover intentions in Kuwait. A questionnaire was distributed to 200 employees working in the oil sector and based on the statistical analysis the results showed that there's no significant relationship between leader-member exchange, a significant relationship between co-worker satisfaction and turnover intentions, and a significant relationship between co-worker satisfaction and turnover intentions. These findings suggest that companies should focus on increasing job satisfaction through different HR methods in order to decrease turnover intentions and maintain high performing employees.*

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