

## The Mediating Role of Mushroom Management Within the Impact of Job Stress on Intention to Leave

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ARTICLE INFO	ABSTRACT
<b>Keywords:</b> Job stress Intention to leave Mushroom management style Mediating role	<b>Purpose</b> – Mushroom management style which refers to being kept of the employees in the dark like mushroom cultivation and given them inadequate information to increase their performance, has been considerably drawn attention as a rising metaphor in the few years for management science. Since there are limited mushroom management studies and none of them quantitatively being investigated, the present study aims at being fulfilled the research gap via exploring the mediating role played by mushroom management style within the impact of job stress on intention to leave which have a great impact on the management of organizations.
Received 30 December 2019 Revised 7 February 2020 Accepted 10 February 2020	<b>Design/methodology/approach</b> – Based on the purpose, the focus of this paper is on the private healthcare sector due to the centralized and hierarchical structure, and being intensely exposed to job stress. From this point of view, the questionnaire has been applied to 221 employees working at the four private hospitals and the data obtained from the questionnaire has been analyzed via “SPSS 22.0”.
<b>Article Classification:</b> Research Article	<b>Findings</b> – As a result of the analysis, it has been indicated that the job stress has a significant effect on intention to leave; the mushroom management has a statistically significant effect on both job stress and intention to leave, and the mushroom management has a mediating role on within the impact of job stress on intention to leave. <b>Discussion</b> – It has been recommended that managers should pay more attention to encouraging effective and operative communication throughout the organization and regularly share more information with the employee since they have a significant role in achieving organizational goals; namely, effectiveness.

### Önerilen Atf/ Suggested Citation

Külekcı, M. K., Özbozkurt, O. B., Bahar, E. (2020). The Mediating Role of Mushroom Management Within the Impact of Job Stress on Intention to Leave, *Journal of Business Research-Turk*, 12 (1), 361-371.