

Abstract

The study was conducted to assess the relationship between work characteristics, job commitment, burnout and turnover intention among doctors of public and private sector of Pakistan. A purposive sampling technique was used for data collection in this study. The sample comprised of 200 doctors, ranging from 22 to 60 years of age, including 133 public sector doctors and 77 private sector doctors. Shirom-Malamed Burnout Measure, Organizational Commitment Questionnaire, Turnover Intention Scale, and Work Design Questionnaire were used for data collection along with demographic information sheet. Different statistical analyses were run to analyze the data. Regression analysis showed that work characteristics significantly predicted job commitment, turnover intention, and burnout ($R^2 = .47, .24, .16$) respectively. The result of the study showed that the public sector doctors experience more burnout, and turnover intention than private sector doctors and showed lesser work characteristics and commitment with their job. Implications of the study were discussed.