Abstract

A survey study conducted on 57 professional orchestra musicians in Hong Kong showed that level of job satisfaction, organizational commitment, stress and inter-role conflict contributed to the musicians' intention to stay. Regression analyses also showed that different sets of variables predicted the expected turnover after certain years in the respondents' current orchestras. Affective organizational commitment and resident status were the only two significant variables which could predict the overall intention to turnover across the different number of years. Boredom stress was the most salient predictor in musicians' turnover intention index.