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## Intention to Leave of Volunteer Rangers in the Fourth Royal Thai Army Area

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### Abstract

Employees' intention to leave and turnover are important problems for any organization including the military. This present work aimed to 1) investigate the level of the intention to leave, 2) compare this intention based on demographic factors, and 3) study the factors which influence intention to leave. The tool used to gather the needed information was a questionnaire. The sample was 430 volunteer rangers in the Fourth Royal Thai Army. Descriptive statistics, t test and One-way ANOVA, were used for data analysis. The results revealed that intention to leave is at a medium level. Differences based on age and tenure were found to have differences in intention to leave ( $p < .05$ ). The intention to leave mean scores decreased when the volunteer rangers' age and tenure increased. The findings also showed that the factors which affected the rangers' intention to leave most are personal and family problems, job stability and job advancement. It is thus recommended that to reduce turnover rate, military leadership should focus on volunteer rangers aged less than 30 or those with tenures less than 3 years because these groups have the highest intention to leave when compared with other groups. Additionally, support for rangers, families, job security and advancement should be given primary consideration when making policies to reduce turnover rate of volunteer rangers.

**Keywords:** Intention to leave, Thai volunteer ranger, The fourth royal Thai army area