The Relationships Between Technological Disruption, Role Stress, and Turnover Intention by Journalists During China's Media Transition Period Mediated by Organizational Commitment

Li Xiao[1], Mastura Mahamed[1], Rosmiza Bidin[1]

[1]School of Communication, Universiti Putra Malaysia, 43400 UPM Serdang Selangor Darul Ehsan, Malaysia

Correspondence: Li Xiao, School of Communication, Universiti Putra Malaysia, 43400 UPM Serdang Selangor Darul Ehsan, Malaysia.

Abstract

With the gradual development of Internet technology, it has caused a sense of low organizational commitment for journalists about their profession, whether they are working in television media, radio media, or newspapers. Most empirical studies on employee turnover intention aim to explore the impact of job satisfaction on turnover intention. There is a lack of literature on technical factors contributing to professional insecurity, especially in the context of journalists during the transformation and development of Chinese media. This study examined the association between individual factor constructs (role stress) and organizational commitment to provide more information on the technical, individual, organizational factors and how these three factors affect the turnover intention of journalists in the stage of media transformation and development in China. The results show that there is a negative correlation between career value orientation and turnover intention, and career motivation value orientation, career ideal value orientation and career choice behavior value orientation have an impact on turnover intention.

Keywords: professional insecurity, organizational commitment, job satisfaction, media transformation

1. Introduction

1.1 Background of Environmental News

With the advancement of digitization and networking, traditional single media has gradually turned to media integration, moving towards mobilization, socialization and intelligence. The advancement of digitization and networking has led to the integration of traditional single media such as television, radio, and print media into a more interconnected and intelligent media landscape. The development of smart technology, artificial intelligence, robotics, and algorithms (STARA) has brought significant changes to economy, society, and global influence in China (Brougham & Haar, 2018). The Chinese government has been actively promoting the use of these technologies to improve efficiency and productivity in various fields, and as a result, many industries have adopted these technologies to streamline their operations.

Recently, STARA has expanded into the field of journalism, and the practice of journalism in China has undergone profound changes. Scholars believe that technology constitutes a change agent for journalistic professionalism and that a wave of de-professionalization is under way (Zelizer, 2019), especially during the media transition period from 2018 to 2021. In other words, the media landscape in China has undergone significant changes. The development of smart technology, artificial intelligence, robotics, and algorithms (STARA) has indeed disrupted many industries, including journalism. While these technologies have undoubtedly brought about new opportunities and efficiencies, they have also raised concerns about organizational commitment among journalists. The usage of these technologies might also have an impact on journalism quality since algorithms might not be able to accurately capture the richness and complexity of human experiences, resulting in the creation of stories that are either false or general. This may result in a decrease in organizational commitment and a sense of dissatisfaction among journalists who respect the craft of journalism. Researchers in the journalism organization have been exploring ways to ensure the number of professional journalists and avoid high turnover rates. Although enterprises cannot control the voluntary turnover intention of journalists, they can act as the most intimate news organizations with journalists, reduce their sense of professional

insecurity and improve their commitment to the organization, so as to ease the turnover intention of journalists (Nyanga et al., 2020, Akgunduz & Eryilmaz, 2018). In addition, realizing the low commitment of journalists brought by technological reform and role pressure, it is necessary to raise the entry threshold of the news industry, reduce the pressure brought by technology, and clarify the boundary between professional journalists and citizen journalists, so as to reduce the turnover intention of journalists.

This study draws on and modifies the social exchange theory, technological interruption, and role theory to comprehensively evaluate the formation factors that affect journalists' turnover intention. The technology disruption model proposes that smart technology, artificial intelligence, robotics and algorithms are the factors of technological development. Role theory and social exchange theory serve as the basic structure to explain employee and organizational factors, providing the basis for the theoretical model.

1.2 Literature Review

Previous study found organization commitment, work-family conflict (Tsen et al., 2022) and burnout (Wen et al., 2020) has positive relationship between employee's turnover intention, besides, role stress, mediated by job satisfaction and emotional exhaustion, also has a positive correlation with employees' turnover intention (Hazeen Fathima & Umarani, 2022). However, the research pays too much attention to the influence factors of employees themselves, such as family, emotion and psychological state, and ignore the influence of external working environment on employees themselves. Although this kind of research pays attention to both technical and employee aspects, it neglects the important factor, which is organization. For example, previous turnover intention studies paid too much attention on doctors (Chen et al., 2014b), apparel industry (Thiranagama, 2017), or government worker (Wynen & Op De Beeck, 2014), etc., The journalist industry in the field of news communication seems to be ignored by most scholars. Therefore, there is a lack of research on exploring the technical disruption, the combination of individual employees and organizational factors to explore the turnover intention of journalists. Reducing the turnover intention of Chinese professional journalists can effectively guarantee the quality of news and improve the public's trust in news, the research on the turnover intention of journalists is a valuable topic worth further discussion. Due to the limitations of the factors considered in previous studies, the combination of technological development, employee individual and organizational factors was ignored. However, these three aspects need to be integrated to explore journalists' turnover intention since journalists' turnover intention can be influenced by factors at various levels. The underlying dynamics that affect turnover intention can be better understood by academics if they take into account individual, technical, and organizational aspects all at once (Brougham & Haar, 2020; De Clercq & Belausteguigoitia, 2017; Eckhardt et al., 2016; Thiranagama, 2017). It enables a holistic approach that recognizes the interaction between several aspects rather than looking at them separately. While technological aspects are concerned with the effects of technological disruptions on journalists' work processes and tasks, individual variables are related to the personality traits, beliefs, and attitudes of journalists. The qualities of the media organization, its management procedures, and the overall work environment are all considered organizational variables. Researchers can adopt a multilevel perspective, capturing both individual-level and organizational-level influences on turnover intention, by combining these three elements.

The media's choice of news sources implies the media's position and attitude(Ye, H. et al., 2022).With the gradual development of Internet technology, it has caused a sense of low organizational commitment for journalists about their profession, whether they are working in television media, radio media, or newspapers. Most empirical studies on employee turnover intention aim to explore the impact of job satisfaction on turnover intention, such as Nyanga et al., (2020), Yukongdi and Shrestha (2020), Roy et al., (2017), and Chen et al., (2014), the impact of technological change on turnover intention, such as (Dasgupta, 2017)，a few studies consider job embedding (Zhang et al., 2019), psychological factor (Xue et al., 2022). Most of these studies focused on doctors (Chen et al., 2014b), apparel industry employees (Thiranagama, 2017), government employees (Wynen & Op De Beeck, 2014), etc. There is a lack of literature on technical factors contributing to professional insecurity, especially in the context of journalists during the transformation and development of Chinese media. In addition to technical constructs, this study examined the association between individual factor constructs (role stress) and organizational commitment. Most research on role stress and organizational commitment has focused on exploring how these concepts relate to turnover intentions (Kim et al., 2019, Thiranagama, 2017), but their antecedents such as the effects of technology development have been ignored. One explanation could be the complexity and diversity of the influence that technological advancements can have on employee well-being. Depending on the nature of the work and the organizational context, various forms of technology may affect employees in varying ways. As a result, it could be challenging to generalize results across various organizations and industries. Additionally, because of how quickly technology is developing, it can be difficult for researchers to stay on top of the most recent advancements and determine how they affect employee well-being. This may have caused a gap in the study of how changes in technology affect job instability, role stress, and organizational commitment.

At present, most studies on turnover intention focus more on exploring the influence of individual and organizational factors on turnover intention (Harden et al., 2018a, Chen et al., 2014). Theories of organizational equilibrium (TOE), the job embeddedness theory (JET), the theory of organizational equilibrium (TOE), the job embeddedness theory (JET), Herzberg's Two-Factor Motivation-Hygiene Theory, the social exchange theory (SET), technical dispersion theory, role theory, etc., but these theories only focus on one aspect. Besides, although technical factors, individual factors and organizational factors are the three important factors that determine journalist' turnover intention, the research on turnover intention considering the three factors at the same time has been ignored by previous researchers. This study attempts to provide information on the effects of technical factors (i.e., STARA), individual factors (role stress), and organizational factors (organizational commitment) on turnover intentions, and how organizational commitment mediate these effects. It is hoped that the exploration of technical factors, individual and organizational factors can ease the turnover intention of journalists and retain professional journalists in the news industry so as to guarantee the quality of news. This will make news reporting more objective, accurate, truthful, fair and transparent, which can have a significant impact on society, such as helping to hold those in power to account. In addition, there are only a few researches on the resignation intention of Chinese journalists in the stage of media transition, and most of them are conducted by qualitative research methods, specifically through interviews. In this study, quantitative research methods were used to collect data through questionnaires. To further support this study, the researchers used PLS-SEM as a data analysis method to assist and provide data analysis results for the researchers. From this, the researchers were able to determine whether the respondents were willing to leave their jobs.

In view of the above gaps, this study tries to provide more information on the technical, individual, and organizational factors, in this case, how these three factors affect the turnover intention of journalists in the stage of media transformation and development in China.

1.3 Definition of Keywords

Technology disruption refers to the process by which an innovative technology or set of technologies fundamentally alters the way business is conducted or a particular industry operates (Brougham & Haar, 2020). This can include the introduction of new products, services, or business models that render existing ones obsolete or significantly change the competitive landscape. In the context of journalism, technology disruption refers to the impact of new technologies on the way news is produced, distributed, and consumed. This disruption has been driven by the rise of digital technologies, including the internet, social media, and mobile devices, which have transformed the media landscape.

Role stress refers to the psychological strain that arises from the conflicting demands, expectations, and responsibilities that individuals experience in their work roles (Hazeen Fathima & Umarani, 2022). It can be caused by a variety of factors, such as unclear job expectations, role ambiguity, high workload, lack of support or resources, conflicting priorities, or mismatch between personal values and organizational values. In the context of journalism, role stress refers to the psychological strain that arises from the conflicting demands and expectations placed on journalists in their work roles. This can include pressures to produce high-quality content under tight deadlines, to navigate complex ethical dilemmas, to maintain objectivity and accuracy in reporting, and to adapt to rapidly changing technological and industry developments.

Organizational commitment refers to the degree to which employees in a news organization feel a sense of loyalty, dedication, and attachment to their employer and their job, despite facing technological and role-related challenges (Mushtaque et al., 2022). Technology disruption and role stress can lead to decreased organizational commitment among journalists and other media professionals, as they struggle to adapt to new technologies, cope with changing job demands, and navigate the uncertainty and instability of the media industry. In the context of journalism, organizational commitment is important for maintaining the quality and integrity of news coverage, as committed and dedicated journalists are more likely to uphold ethical standards and produce high-quality journalism that serves the public interest.

Turnover intention refers to a journalist's inclination or desire to leave their current job within the media industry (Xue et al., 2022). Turnover intention can have negative effects on news organizations, as it can result in a loss of institutional knowledge and expertise, increased recruitment and training costs, and decreased productivity and morale. It can also have implications for the quality and diversity of news coverage, as turnover may lead to a loss of experienced journalists and a lack of continuity in news reporting.

1.4 Hypotheses of Research Design

The research framework proposes four dimensions of technological disruption (smart technology, artificial intelligence, robotics, algorithm) and role stress. Taking organizational commitment as mediating variables, this study established a comprehensive second-order theoretical framework including technical factor (technological disruption), individual factor (role-stress,) and organizational factor (organizational commitment).

Research questions

Q1: Does technological disruption have a significant effect on organizational commitment?

Q2: Does role stress have a significant effect on organizational commitment?

Q3: Does organizational commitment mediate the effect between technological disruption and turnover intention?

Q4: Does organizational commitment mediate the effect between role stress and turnover intention?

Q5: Does organizational commitment have a significant effect on turnover intention?

Research objectives

O1: To examine the effects of technological disruption on organizational commitment.

O2: To examine the effects of role stress on organizational commitment.

O3: To examine the mediating effect of organizational commitment between technological disruption and turnover intention.

O4: To examine the mediating effect of organizational commitment between role stress and turnover intention.

O5: To examine the effects of organizational commitment on turnover intention.

Research Hypothesis

Applying the above argument to the turnover intention of Chinese journalists, the following hypothesis is proposed:

H1: Technological disruption is negatively related to organizational commitment.
H2: Role stress is negatively related to organizational commitment.
H3: Organizational commitment is negatively related to turnover intention.
H4: Organizational commitment mediates the relationship between technological disruption and turnover intention.
H5: Organizational commitment mediates the relationship between role stress and turnover intention.

2. Method

2.1 Research Framework

The research framework aims to explain the key concepts and variables of the research. Technological interruption, role theory and social exchange theory are combined to explain the relationship between variables and determine the factors affecting the turnover intention of Chinese journalists.

Figure 1 shows the research framework proposed in this study and explains the factors that influence Chinese journalists' turnover intention. The intention of journalists to turnover is formed by the interrelationship between technological disruption, role pressure and organizational commitment generated by technological progress. This study only discusses variables related to technical factors, journalists' personal factors and news industry organizations, while other variables will also affect journalists' turnover intention, such as exhaustion, income, etc. Therefore, the selection process of variables reflects the limitations of this study, with limited explanations and suggestions. This study integrates the active mediation model into a single framework.
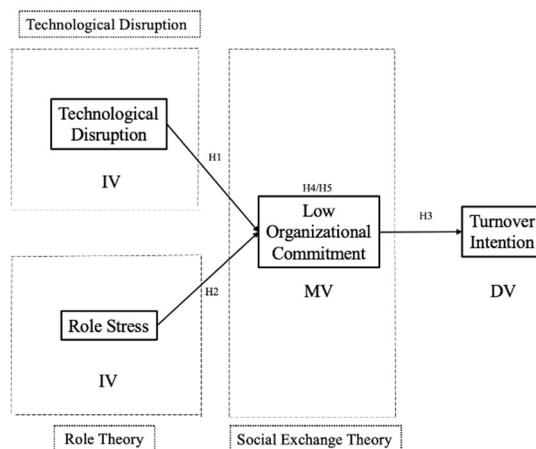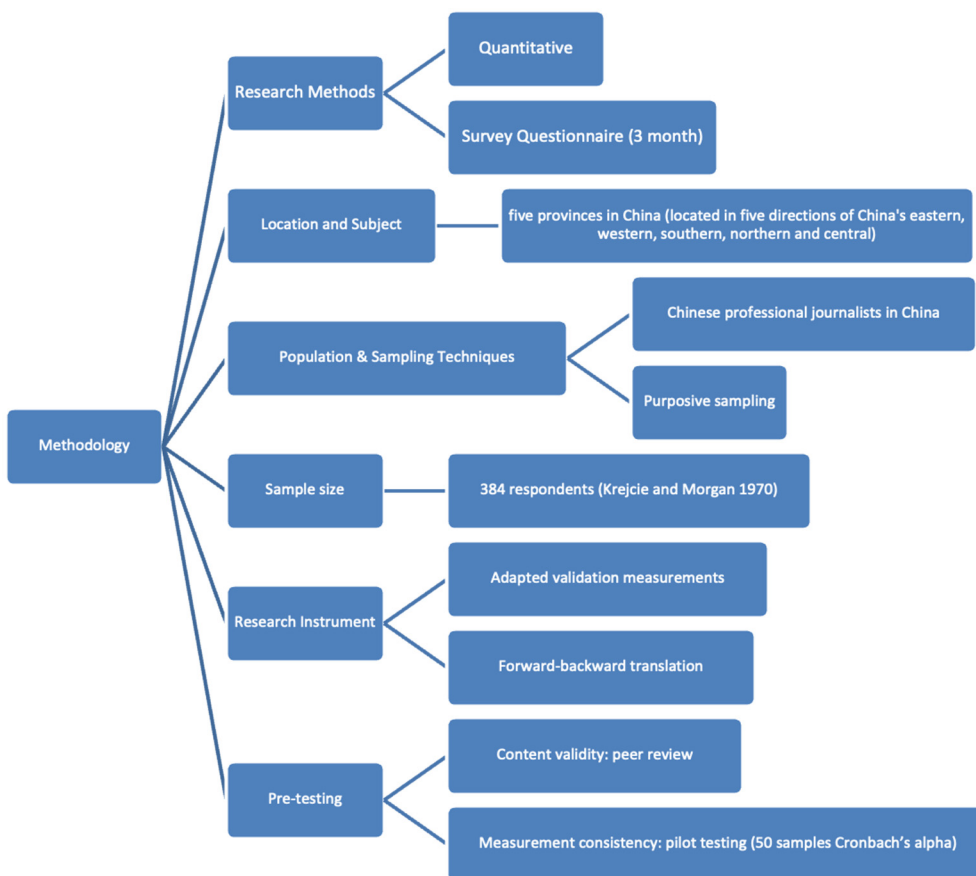

Figure 1. Research Framework

Figure 2. Methodology flowchart

There are two types of SEM: covariance-based SEM (CB-SEM) and partial least squares SEM (PLS-SEM; also called PLS path modeling). CB-SEM is primarily used to confirm (or reject) theories (for example, a set of systematic relationships between multiple variables that can be empirically tested). It does this by determining how well the proposed theoretical model estimates the covariance matrix of the sample data set. PLS-SEM is mainly used for theoretical development of exploratory research. It does this by focusing on the variance of the dependent variable when examining the model. Partial Least Squares Structural Equation Modeling (PLS-SEM) is a statistical approach that is widely used in research to analyze relationships between latent variables. Some of the advantages of PLS-SEM include and why this study chooses PLS-SEM:
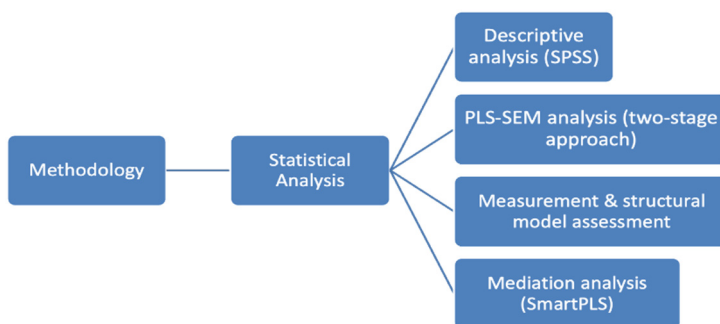

Figure 3. Methodology flowchart

2.2 Sample Selection

This study adopts the survey method for quantitative research design. Using this method, a questionnaire was distributed to journalists in China. Prior to collecting the actual data, the researchers held a meeting with television stations in five Chinese provinces, Sichuan, Guangdong, Shanxi, Jiangsu, and Henan, to discuss the standards required by the journalist interviewees as well as the procedures and arrangements involved in the actual data collection work, and distributed consent forms and questionnaires to selected interviewees.
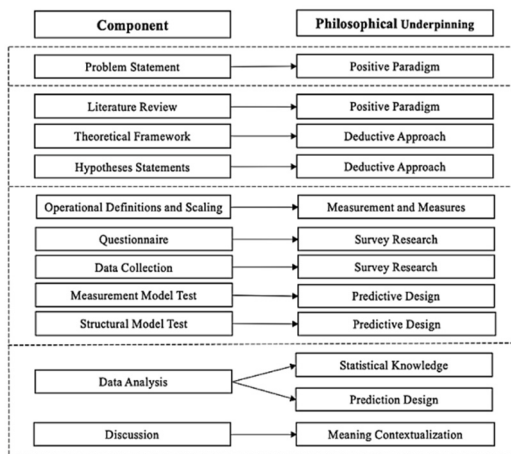
Figure 4. The Blueprint of Research Design

A population was defined as "all units, or universes—people or things—having features or attributes of interest to the researcher" (Keyton, 2016). As a result, it was crucial for researchers to use a sample of respondents drawn from the general community using a predetermined sampling technique. The study focused on professional journalists in China. The study chose China for two reasons. First, China has one of the largest numbers of journalists in the world, with more than 700,000 registered with the official All-China Journalists' Association as of 2021 (Beijing News, 2022). Second, by 2021, the total number of media personnel with valid press credentials (press credentials) has fallen by less than 25 percent from 258,000 to 194,000. That means a total of 64,000 journalists were lost across the country during that period (JZhang, 2022).

2.3 Sampling Procedures

2.3.1 Research Design

In terms of sampling procedure, this study mainly employed the non-probability sampling method. In this study, a purposive sampling technique was adopted. Both quantitative and qualitative research can be conducted using purposeful sampling, it is known as judgement, selectivity, or subjectivity (Almalki et al., 2012, Tongco, 2007), which has been adopted in previous research (Lamtiar et al., 2021, Purwanto et al., 2022, Hidayat & Ginting, 2020). Participants were chosen by researchers based on their previous assessment and research goals (Campbell et al., 2020). Therefore, the researcher should clearly define the research question and the specific population of interest and determine the characteristics or criteria that participants must have to be included in the study.

This study acknowledges the limitations of the purposeful sampling process and attempts to address this in line with the recommendations above. In order to get satisfied participants, the detailed operation is as follows, and the sample is compared with Chinese census data to see if it reflects the general population.

First, the pretest was conducted in Jiangsu Province, China. Jiangsu Province is home to the largest number of journalists working in China (ChinaDaily, 2022), so it is an appropriate place to test research methods and tools. In addition, cultural, economic, and social factors specific to Jiangsu Province may be relevant to understanding the factors influencing journalists' turnover intention, so conducting a pilot study in Jiangsu Province will provide insight into the feasibility and relevance of the study in this context. That's why the pilot study was first conducted in Jiangsu Province.

Secondly, by lottery balloting, journalists from 12 TV stations in Jiangsu provinces were randomly selected as the first seed for data collection. These populations are consistent with the sample in this study. After getting the first seed, they are required to share links among other members, so the data can be easily extended to a large group. In this study, when journalists received questionnaires, they were welcome to share links with other members to increase the diversity of the sample. After that, participants were recruited continuously for three months until there was no response. The researchers contacted TV executives via email or official phone calls. When they agreed to support the study, online questionnaire links were sent to them. They spread it to every group with characteristics similar to theirs.
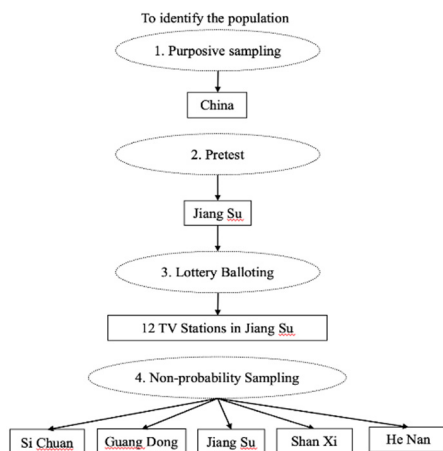
Figure 5. Identifying population and sampling process

2.3.2 Data Collection

Data for this study were collected through questionnaires. A questionnaire is an instrumental survey research method used to collect data and ask a series of questions that require respondents to agree or disagree. Once researchers have developed standardized questionnaire formats, they can be coordinated through online or face-to-face interactions or in written form (Uwe Flick, 2009). To begin the data collection process, this study customized and completed a complete online questionnaire using Wenjuanxing. The questionnaire is then sent to potential respondents via social media apps such as wechat or Weibo. The range of issues is limited to turnover intentions, technology disruptions, role stress, and organizational commitment. Prospective respondents will be able to access web links via electronic devices such as laptops, phones or tablets. The data was collected through link sharing, depending on whether the respondent qualified to be flagged as a Chinese journalist with the turnover intention. Wenjuanxing will provide notifications when respondents fill out the survey, and the data will be readily available in the form of Microsoft Excel spreadsheets.

By modifying questions from pre-existing validation measurements and employing a self-administered questionnaire with questions in both Mandarin and English, the research instrument for this study was created. The questionnaires were thoroughly modified to make sure respondents could understand each one so the researchers could evaluate the best responses. There are four sections in the questionnaire, specifically, demographic profile, independent variable, mediating variable, and dependent variable. A note explaining the goal of the study and providing instructions on how to complete the questionnaire will be included with the questionnaire. This study ensures the answers will be kept confidential. Each part of the questionnaire is divided according to Table 1.

Table 1. Questionnaires Development Table

Section	No. of Items	Content/ Variable
A	4	Technology Disruption
	17	Role Stress
B	5	Organization Commitment
C	4	Turnover Intention
TOTAL	**30**	

3. Results

3.1 Statistics and Data Analysis

3.1.1 Journalists' Career Value Orientation Dimension Model and Difference Test

In order to make a more scientific analysis of the professional value orientation, this research mainly explores from three dimensions, it includes career motivation, career ideal and career choice behavior orientation. According to the results of the survey, we can see that with the change of career motivation, career ideal and career orientation, the corresponding value orientation will also show some changes. On the whole, it appears to be on the rise. It means that the more positive the career motivation, career ideal and career choice behavior orientation is, the more positive the corresponding value orientation will be.

Table 2. Journalists' career value orientation dimension model test

	Professional motivation	Career ideal	Career choice behavior orientation
Professional motivation	1(0.000***)		
Career ideal	0.862(0.000***)	1(0.000***)	
Career choice behavior orientation	0.703(0.000***)	0.73(0.000***)	1(0.000***)

Notes:***、**、* 1% , 5% , 10% significance level respectively

3.1.2 The Correlation Analysis of Journalists' Professional Value Orientation and Turnover Intention

The purpose of this study is to analyze the influence of independent variable journalists' career value orientation on the independent variable turnover intention. The career value orientation includes three parts: career motivation, career ideal and career choice behavior orientation. From the data in the table, we can see that there is a significant positive correlation between career motivation and career ideal and career choice behavior, the correlation coefficients are 0.862(P & Lt; 0.001) and 0.703(P & Lt; 0.001) , respectively, there was also a significant positive correlation between career ideal and career choice behavior, with a correlation coefficient of 0.73(P & Lt; 0.001) . In addition, there was a significant negative correlation between turnover intention and career motivation, career ideal and career choice behavior, with correlation coefficients of -0.107(p = 0.040) , -0.082(p = 0.115) and -0.131(p = 0.012) , respectively. Therefore, career motivation, career ideal and career choice behavior have a significant impact on employee turnover intention. Career motivation, career ideal, career choice behavior orientation and other value orientations have a negative correlation with the intention to leave. The more positive the career motivation, career ideal and career choice behavior orientation, the lower the turnover intention of journalists. At the same time, the hypothesis of H1A, H1B, H1C is established.

Table 3. The correlation analysis of journalists' professional value orientation and turnover intention

	Professional motivation	Career ideal	Career choice behavior orientation	Turnover intention
Professional motivation	1(0.000***)			
Career ideal	0.862(0.000***)	1(0.000***)		
Career choice behavior orientation	0.703(0.000***)	0.73(0.000***)	1(0.000***)	
Turnover intention	-0.107(0.040***)	-0.082(0.115***)	-0.131(0.012***)	1(0.000***)

Notes:***、**、* 1% , 5% , 10% significance level respectively

3.2 Discussion

The purpose of this study is to find out the current situation of journalists' professional value orientation in Chengdu in the new media era, and then to study the relationship between journalists' professional value orientation and turnover intention in Chengdu. On the basis of the analysis of each variable, combined with the actual situation of reporters in Chengdu City to explore and study. At the same time, the analysis of the corresponding model results to obtain the value orientation of journalists in Chengdu, and for the follow-up to reduce and improve the turnover intention of journalists to provide theoretical and practical support.

3.2.1 Professional Value Orientation and Turnover Intention of Journalists

Through the above research, we can see that there is a significant negative correlation between the career motivation, career ideal, career behavior orientation and career value orientation of journalists in Chengdu. There is a close relationship between action behavior and consciousness in any dimension and type of social individuals, which means that occupational value orientation will definitely affect turnover intention. But in the career value orientation, there are three dimensions, career motivation, career ideal, career choice behavior orientation. When any one of these dimensions is in an unequal state, individuals will adjust themselves for various reasons in order to better cope with such changes,

that is to say, people will have turnover intention, this also shows that the conjecture of hypothesis 1 is reasonable.

3.2.2 The Relationship Between Career Value Orientation and Turnover Intention of Journalists

For journalists, their choice to engage in the current work after some consideration and balance of the decision, career values play an important role in this decision.

Firstly, the main variables of this study were analyzed by descriptive statistics. The mean, standard deviation and correlation coefficients of the variables were shown in Table 4.

Table 4 The general status of occupational identity and its influencing factors (N = 427)

	Average	Standard deviation	1	1a	1b	2	3	4	5	6	7	8
Professional identity	4.1696	0.69804	1									
Role values	4.0070	0.81445	.997**	1								
Sense of professional belonging	4.5761	0.62633	.724**	.561**	1							
Professional significance	3.9352	0.86954	.777**	.771**	.527**	1						
Professional Feelings	3.9305	0.92274	.749**	.744**	.504**	.812**	1					
Professional rewards	3.9180	0.80709	.751**	.740**	.522**	.756**	.722**	1				
Professional environment	3.5170	0.87387	.593**	.599**	.364**	.609**	.616**	.661**	1			
Job satisfaction	3.3068	0.92681	.592**	.597**	.369**	.599**	.616**	.649**	.798**	1		
Behavioral performance	4.2067	0.64084	.587**	.527**	.576**	.520**	.528**	.561**	.526**	.501**	1	
Intention to resign	2.7845	0.78656	-.369**	-.380**	-.205**	-.398**	-.493**	-.359**	-.428**	-.503**	-.217**	1

The score of occupational identity was 4.1696, which was higher than the theoretical mean, and the score of occupational belonging dimension (4.5761) was higher than that of role values dimension (4.0070) , the scores of occupational meaning, occupational emotion and occupational reward were all above 3.9. The occupational environment (3.5170) had the lowest score among the dependent variables of occupational identity, the description showed that the job satisfaction score was relatively low (3.3068) , and the standard deviation was the largest (0.92681) . The behavioral performance score was relatively high (4.2067) , and the turnover intention score was close to the theoretical mean (2.7845) There were significant correlations among the variables.

4. Conclusion

The results show that there is a negative correlation between career value orientation and turnover intention, and career motivation value orientation, career ideal value orientation and career choice behavior value orientation have an impact on turnover intention. In this study, the results of correlation analysis confirm that career value orientation can negatively predict turnover intention. This result confirms the effect of professional value orientation on personal behavior, and provides a new basis for the prediction of Journalists' turnover intention in Chengdu. From the research, we can also see that in the relationship between career motivation, career ideal and career choice behavior orientation and turnover intention, the more positive the career motivation is, the less the turnover intention is, on the contrary, the more negative the career motivation is, the stronger the intention to leave. Similarly, the more active the career ideal and career choice behavior, the lower the turnover intention; conversely, the higher the turnover intention.

This study establishes an effective and reliable structure model for the study of turnover intention of Chinese journalists, which theoretically contributes to the general understanding of technical factors (technology disruption), individual factors (role stress) and organizational factors (organization commitment). This study made an important contribution to the literature on technological disruption, directly testing the impact of technological disruption on journalists' organizational commitment, and thus influencing journalists' turnover intention. This study also makes an important contribution to role theory, revealing the causal relationship between role stress and turnover intention (Hazeen Fathima & Umarani, 2022). In terms of methodological contribution, this study did not adopt the first-generation statistical methods commonly used in previous studies (analysis of variance and regression-based methods), but adopted the second-generation statistical methods, that is, structural equation modeling (SEM) was used to focus on which independent variables had statistically significant predictive effect on turnover intention. Besides, studying journalists' turnover intention can have several practical significances, including cost savings, employee engagement, keep reputation, diversity and inclusion.

Competing interests

The authors declare that they have no known competing financial interests or personal relationships that could have appeared to influence the work reported in this paper.

Informed consent

Obtained.

Ethics approval

The Publication Ethics Committee of the Redfame Publishing.

The journal's policies adhere to the Core Practices established by the Committee on Publication Ethics (COPE).

Provenance and peer review

Not commissioned; externally double-blind peer reviewed.

Data availability statement

The data that support the findings of this study are available on request from the corresponding author. The data are not publicly available due to privacy or ethical restrictions.

Data sharing statement

No additional data are available.

Open access

Copyrights

References

Abdien, M. (2019). Impact of communication satisfaction and work-life balance on employee turnover intention. *Journal of Tourism Theory and Research, 5*(2), 228-238. https://doi.org/10.24288/jttr.526678

Ahmad, I., Alqurashi, F., Abozinadah, E., & Mehmood, R. (2022). Deep Journalism and DeepJournal V1.0: A Data-Driven Deep Learning Approach to Discover Parameters for Transportation. *Sustainability (Switzerland), 14*(9). https://doi.org/10.3390/su14095711

Ahmed, K., Bhattacharya, M., Qazi, A. Q., & Long, W. (2016). Energy consumption in China and underlying factors in a changing landscape: Empirical evidence since the reform period. *Renewable and Sustainable Energy Reviews, 58*(00008), 224-234. https://doi.org/10.1016/j.rser.2015.12.214

Akgunduz, Y., & Eryilmaz, G. (2018). Does turnover intention mediate the effects of job insecurity and co-worker support on social loafing? *International Journal of Hospitality Management, 68*(September 2017), 41-49. https://doi.org/10.1016/j.ijhm.2017.09.010

Albalawi, A. S., Naugton, S., Elayan, M. B., & Sleimi, M. T. (2019). Perceived Organizational Support, Alternative Job Opportunity, Organizational Commitment, Job Satisfaction and Turnover Intention: A Moderated-mediated Model. *Organizacija, 52*(4), 310-324. https://doi.org/10.2478/orga-2019-0019

Alblihed, M., & Alzghaibi, H. A. (2022). The Impact of Job Stress, Role Ambiguity and Work–Life Imbalance on Turnover Intention during COVID-19: A Case Study of Frontline Health Workers in Saudi Arabia. *International Journal of Environmental Research and Public Health, 19*(20). https://doi.org/10.3390/ijerph192013132

Asier, L. A., & Miguel, P. E. L. (2022). Audio Storytelling Innovation in a Digital Age: The Case of Daily News Podcasts in Spain. *Information (Switzerland), 13*(4). https://doi.org/10.3390/info13040204

Atreja, S., Srinath, S., Jain, M., & Pal, J. (2023, April 19). Understanding Journalists' Workflows in News Curation. *Conference on Human Factors in Computing Systems - Proceedings.* https://doi.org/10.1145/3544548.3581542

Aubert-Tarby, C., Escobar, O. R., & Rayna, T. (2018). The impact of technological change on employment: The case of press digitisation. *Technological Forecasting and Social Change, 128,* 36-45. https://doi.org/10.1016/j.techfore.2017.10.015

Aw, S., Widiarti, P. W., Setiawan, B., Mustaffa, N., Ali, M. N. S., & Hastasari, C. (2020). Parenting and sharenting communication for preventing juvenile delinquency. *Informasi, 50*(2), 177-186. https://doi.org/10.21831/informasi.v50i2.36847

Becker, J. M., Ringle, C. M., Sarstedt, M., & Völckner, F. (2015). How collinearity affects mixture regression results. *Marketing Letters, 26*(4), 643-659. https://doi.org/10.1007/s11002-014-9299-9

He Ye, Mastura Mahamed, Sharil Nizam Sha'ri.(2023).The Mediating Role of Reporting Tendencies of Environmental News in the Relationship Between Information Sources and Citizen's Environmental Awareness via Southern Weekend. *Studies in Media and Communication Vol. 11*, No. 6

Blaising, A., Kotturi, Y., Kulkarni, C., & Dabbish, L. (2021). Making it Work, or Not. *Proceedings of the ACM on Human-Computer Interaction, 4*(CSCW3), 1-29. https://doi.org/10.1145/3432925

Boakye, K. G., Apenteng, B. A., Hanna, M. D., Kimsey, L., Mase, W. A., Opoku, S. T., Owens, C., & Peden, A. (2021). The impact of interpersonal support, supervisory support, and employee engagement on employee turnover intentions: Differences between financially distressed and highly financially distressed hospitals. *Health Care Management Review, 46*(2), 135-144. https://doi.org/10.1097/HMR.0000000000000251

Bodó, B. (2019). Selling News to Audiences–A Qualitative Inquiry into the Emerging Logics of Algorithmic News Personalization in European Quality News Media. *Digital Journalism, 7*(8), 1054-1075. https://doi.org/10.1080/21670811.2019.1624185

Brougham, D., & Haar, J. (2018). Smart Technology, Artificial Intelligence, Robotics, and Algorithms (STARA): Employees' perceptions of our future workplace. *Journal of Management and Organization, 24*(2), 239-257. https://doi.org/10.1017/jmo.2016.55

Brougham, D., & Haar, J. (2020). Technological disruption and employment: The influence on job insecurity and turnover intentions: A multi-country study. *Technological Forecasting and Social Change, 161*(May). https://doi.org/10.1016/j.techfore.2020.120276

Campbell, S., Greenwood, M., Prior, S., Shearer, T., Walkem, K., Young, S., Bywaters, D., & Walker, K. (2020). Purposive sampling: complex or simple? Research case examples. *Journal of Research in Nursing, 25*(8), 652-661. https://doi.org/10.1177/1744987120927206

Canavilhas, J. (2022). Artificial intelligence in journalism: Automatic translation and recommendation system in the project "A European Perspective" (EBU). *Revista Latina de Comunicacion Social, 80*(January), 1-13. https://doi.org/10.4185/RLCS-2022-1534