Discruption Change Management, Staff Development, and Employee Turnover Intention in Culinary Sector in Tashkent City, Uzbekistan

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A B S T R A C T

This study aims to analyze the effect of disruption change management on turnover intention mediated by staff development in the culinary sector in Tashkent City. This study employs a quantitative approach and utilizes a questionnaire as the primary instrument for collecting data. the research design is qualitative in nature, using a survey approach, cross-sectional study design, and employing descriptive and verification-based data analysis methods using Partial Least Squares (PLS). The population of this study is 134 employees from 28 small café businesses, and using proportional random sampling the expected minimum sample is 100 respondents. The study found that Disruption Change Management has a significant impact on Staff Development, Staff Development has a negative significant impact on Turnover Intention, and the relationship between Disruption Change Management and Turnover Intention in the culinary sector in Tashkent City, Uzbekistan is mediated by Staff Development. The study's novelty lies in integrating multiple factors and perspectives to examine the impact of disruption change management on staff development and on employee turnover intention in a unique context, using a relatively new quantitative research method.

A R T I C L E   I N F O

1. INTRODUCTION

Studying employee turnover and turnover intention is vital for any organization, particularly in the culinary sector in post-pandemic Covid-19. There are several reasons why a business organization must pay attention to employee turnover. The business must consider the cost of employee turnover, which can be expensive, as it involves recruiting, hiring, and training new employees (Alkahtani, 2015). This is predominantly true in the culinary sector, where the cost of hiring and training new employees can be high due to the specialized skills required. High levels of employee turnover can also impact the ability of organizations to staff their operations effectively, leading to understaffing and decreased productivity. This is particularly important in the post-pandemic context, where many organizations struggle to maintain their staffing levels due to the ongoing impact of Covid-19 (Elsafty & Ragheb, 2020). This phenomenon will lead to the collapse of the business, so the business needs to avoid the worse condition.

Another phenomenon in employee turnover is employee morale and job satisfaction. High levels of employee turnover can also impact employee morale and job satisfaction, leading to decreased productivity and increased absenteeism (Pratama et al., 2022). In the culinary sector, employee morale and job satisfaction are critical to maintaining high levels of customer service. In the post-pandemic context, competition for skilled employees in the culinary sector may be exceptionally high, as many organizations are looking to rebuild their operations and expand their offerings (Zhang, 2016). Understanding the factors that impact turnover and turnover intention can help organizations to compete better for talent. Therefore, studying employee turnover and turnover intention in the culinary sector in post-pandemic Covid-19 can help organizations to better understand the factors that impact their workforce and develop strategies to improve employee retention and job satisfaction.

The phenomenal issues of employee turnover and turnover intention can be anticipated by well-managed staff development in a business organization. The implementation of well-managed staff development programs in a business organization can help to mitigate the issues of employee turnover and turnover intention (Jehanzeb et al., 2015). By providing employees with opportunities for skill development, career advancement, and personal growth, organizations can improve employee satisfaction and engagement, which in turn can lead to lower turnover rates and decreased turnover intention. Additionally, well-managed staff development programs can help organizations to retain their top talent, as employees who feel valued and invested are more likely to remain with their current employer. In the culinary sector in Uzbekistan, the competition for skilled employees is high, and turnover rates can be significant.

It is hypothesized that there is a positive correlation between disruption change management and staff development in the culinary sector. Effective disruption change management can create new opportunities for staff development, such as the implementation of new processes and technologies, which can lead to increased job satisfaction, engagement, and employee retention. Furthermore, it is hypothesized that there is a negative correlation between staff development and employee turnover intention.

Café businesses in the city center, such as those in Tashkent City, are popular among young people due to their convenient locations, trendy atmospheres, and diverse menu offerings. Many young people view working in the café industry as a flexible and attractive employment opportunity, as it often allows for part-time or flexible schedules, provides opportunities for social interaction, and can offer opportunities for skill development and career advancement.

However, there are several phenomena that arise regarding employee turnover intention in this kind of business. The businesses are facing hard challenge to maintain the employee's retention during Covid-19 pandemic. This occurs because consumers rarely visit the business. The next impact is employee downsizing, which will be related to employee turnover and, of course, their turnover intention. To anticipate turnover, the business must consider several factors that can retain employment.

In short, some of the problems that can be identified regarding these issues are: (1) The high rate of employee turnover and the negative impact it has on businesses in the culinary sector in Tashkent City. The study can investigate the effect of disruption change management on staff development and turnover intention to identify strategies to help culinary businesses retain employees and reduce turnover; (2) The problem of employee turnover can lead to several negative consequences for businesses, including increased recruitment and training costs, loss of productivity, decreased customer satisfaction, and reduced profitability. Therefore, it is essential to identify the factors that contribute to employee turnover and develop effective strategies to address this issue; and (3) By investigating the effect of disruption change management on staff development and turnover intention, this study can contribute to developing evidence-based strategies for businesses in the culinary sector in Tashkent City to reduce employee turnover and improve their overall performance.

Based on some relevant previous studies, the relationship between variables (disruption change management, staff development, and turnover intention) can be explained below as a basis for constructing a research framework. "Disruptive change management especially in technological aspect may have practical implication on team development" (Pugh, 2016). "Disruption in organizational change management can enhance the continuing professional development" (Mansaray, 2019). "Resistance to change due to the failure of change management may aggravate the turnover intention" (Srivastava & Agrawal, 2020). "The level of change readiness in disruptive change management can have an effect on turnover intentions" (Chênevert et al., 2019). "The greater commitment developed among employees will lower the turnover" (Kadiresan et al., 2015). "Staff development in HRM practice plays critical roles to overcome the issue of the employees' turnover intention" (Long et al., 2014)

This study uses 'human resources management' as the theoretical approach and the grand theory (Delery & Roumpi, 2017). It provides a framework for understanding the relationships between an organization's human resources practices, policies, and strategies and its performance (Ogunyomi & Bruning, 2016). To be more specific, there are also middle-range theories (MRT) used in this study. In this context, the middle-range theories are: (1) *Job Embeddedness Theory* (Takawira et al., 2014) and (2) *Organizational Support Theory* (Kurtessis et al., 2017).

Thus, the research problems can be formulated as follow: (1) What is the effect of disruption change management on staff development in the culinary sector in Tashkent City? (2) What is the effect of staff development on turnover intention in the culinary sector in Tashkent City? And (3) What is the relationship between disruption change management and turnover intention in the culinary sector in Tashkent City, and to what extent does staff development mediate the relationship between disruption change management and turnover intention in the culinary sector in Tashkent City? Then, the main objectives of this study are to analyze the effect of disruption change management on turnover intention in the culinary sector in Tashkent City, and to what extent does staff development mediate the relationship between disruption change management and turnover intention in the culinary sector in Tashkent City.

2. METHODS

This study employs a quantitative approach and utilizes a questionnaire as the primary instrument for collecting data. The study utilizes a survey research method, specifically an online survey through Google Form, and employs a questionnaire as the primary research tool. Since the data is collected at a single point in time, this research is known as a cross-sectional study, which aims to describe the state of a population's behavior and circumstances. The data analysis method is both descriptive and verification-based.

The objects in this study are variables of Disruption Change Management (X1) as the antecedent variable, Staff Development (X2) as the mediating variable, and Employees Turnover Intention (Y) as the subsequence variable. Referring to the relationship between variables and the research framework, the research paradigm can be presented in Figure 1.
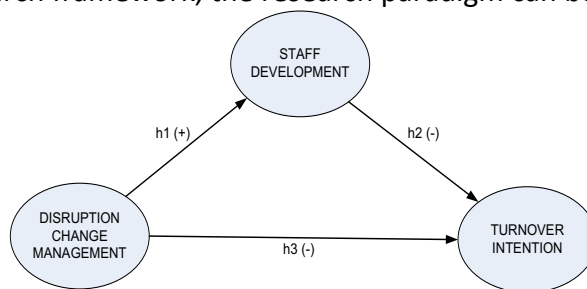

Figure 1. Research Paradigm

Based on the problem formulations and research framework, the following hypotheses can be formulated as follows:

1. Hypothesis 1: Disruption Change Management has a significant impact on Staff Development in the culinary sector in Tashkent City, Uzbekistan.
2. Hypothesis 2: Staff Development has a significant impact on Turnover Intention in the culinary sector in Tashkent City, Uzbekistan.
3. Hypothesis 3: The relationship between Disruption Change Management and Turnover Intention in the culinary sector in Tashkent City, Uzbekistan is mediated by Staff Development.

Referring to the research framework and paradigm, operationalization of the variables from Disruption Change Management (X1) as the antecedent variable, Staff Development (X2) as the mediating variable, and Employees Turnover Intention (Y), the variables can be operationalized in Table 1.

Table 1. Operationalization of Variables

Latent Variables	Manifests (Dimensions)	Indicators	Item Number
Disruption Change Management (X1)	New technologies	1.01. Adoption of new digital platforms 1.02. Implementation of automation and AI systems 1.03. Integration of IoT devices	1-3
	Changing customer needs and preferences	1.04. Changes in menu items and ingredients 1.05. Shifts in demand for healthy or sustainable options 1.06. Increasing desire for convenience and online ordering	4-6

Latent Variables	Manifests (Dimensions)	Indicators	Item Number
	Emerging markets	1.07. Opportunities to grow the market share 1.08. Adapting to local regulations and customs 1.09. Partnerships/collaborations with local companies	7-9
	Regulatory changes	1.10. Changes in food safety regulations 1.11. Updates to labor laws and regulations 1.12. Compliance with environmental regulations and sustainability standards	10-12
Staff Development (X2)	Skill-based development	2.01. Satisfaction with training 2.02. Opportunities to learn new skills 2.03. Ability to apply the skills	1-3
	Personal development	2.04. Opportunities to develop communication skills 2.05. Opportunities to develop time management skills 2.06. Feedback on performance	4-6
	Professional development	2.07. Opportunities to learn culinary industry 2.08. Opportunities to attend industry events/conferences 2.09. Ability to perform task and responsibility for higher-level position	7-9
	Career development	2.10. Opportunities to advance in career 2.11. Opportunities to receive mentorship/guidance on career path 2.12. Alignment with long-term career goals	10-12
Employees Turnover Intention (Y)	New job opportunities	3.01. Frequency to search for new job opportunities 3.02. Strong intension to leave the current job 3.03. Better pay and benefits	1-3
	Incompatibility with current job	3.04. Satisfaction with current job 3.05. Matching job requirements 3.06. Get along with colleagues & supervisors	4-6
	Workload	3.07. Overwhelmed by workload 3.08. Support and resources to complete job 3.09. Balancing work and personal life	7-9

Latent Variables	Manifests (Dimensions)	Indicators	Item Number
	Desire for entrepreneurship	3.10. Leave current job to start own business 3.11. Leave current job to be entrepreneur 3.12. Entrepreneurship spirit	10-12

Scale: Interval

The population of this study is 134 employees from 28 small café businesses. The sampling technique uses proportional random sampling following the proportion of the number. Minimum sampling can refer to the formulation (Isaac & Michael, 1981). Based on the formulation, the minimum sample (S) drawn can be calculated as in this estimation. Thus, the expected minimum sample is 100 respondents.

$$S = \frac{3.841 \text{ x } 134 \text{ x } 0{,}5(1-0{,}5)}{0{,}05^2(134-1)+3.841 \text{ x } 0{,}5(1-0{,}5)} = 99{,}53 \approx 100$$

A questionnaire was employed in this study, consisting of a 5-point interval scale and carefully crafted statements. To ensure the research instrument's validity, a construct validity test was conducted on the questionnaire before it was distributed. In order to facilitate the interpretation of the variables, the average score of the respondents' responses was categorized based on the ideal average value. The respondents' answers were divided into four categories, extremely low, low, high, and extremely high.

Verification analysis techniques are used to see the effect of a variable on other variables. Based on several variables in the study, this study used the Partial Least Squares Path Modeling (PLS-PM) analysis technique, also called Partial Least Squares Structural Equation Modeling (PLS-SEM). The issues examined in this study's proposed structural equation model are illustrated in the following diagram.
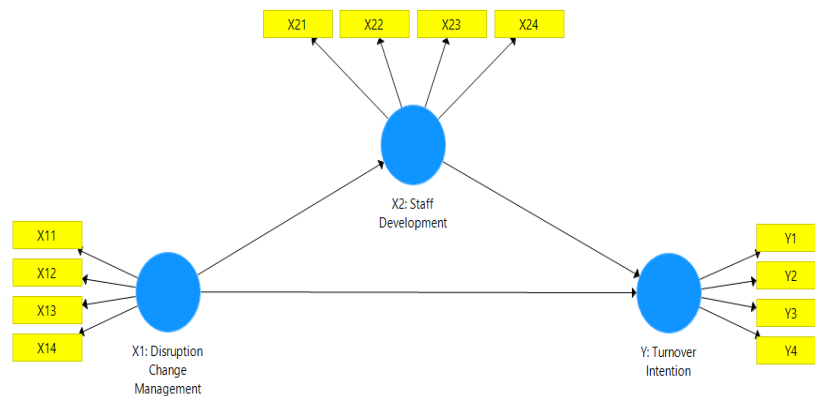

Figure 2. Proposed Structural Equation Model

3. RESULTS AND DISCUSSION

The research results describe the (1) employees' profile of respondents, (2) descriptive analysis of each variable, and (3) verification analysis to test hypotheses using SEM-PLS with measurement and structural models. In this employees' profiles, there were 100 respondents from 28 small café businesses who responded by filling out a questionnaire distributed by the researcher in terms of gender, level of education, and length of work as an employee. The

summary of employees' profiles based on gender, level of education, and length of work can be presented in Table 2.

Table 2. Summary of Employees' Profile

Gender	Frequency	Percentage
Male	44	44.0
Female	56	56.0
Total	100	100.0

Level of Education:	Frequency	Percentage
High School	61	61.0
Bachelor	28	28.0
Master	7	7.0
Doctoral	4	4.0
Total	100	39.0

Length of work:	Frequency	Percentage
1 – 2 years	15	15.0
2 – 3 years	27	27.0
3 – 4 years	31	31.0
more than 4 years	27	27.0
Total	100	100.0

Source: Data Calculation Appendix (2023)

Based on the data provided, we can make the following observations:

1. Gender: The data shows that 56% of the employees in the sample were female, while 44% were male. This indicates that there were more female employees than male employees in the sample.
2. Level of Education: The majority of employees in the sample had a high school education (61%). Only a small proportion had a master's degree (7%) or a doctoral degree (4%), and that 28% had a bachelor's degree.
3. Length of Work: The data shows that the length of work for employees in the sample was relatively evenly distributed, with 15% having worked for 1-2 years, 27% having worked for 2-3 years and 31% having worked for 3-4 years. A similar proportion (27%) had worked for more than 4 years.

The descriptive analysis for Disruption Change Management (X1) reveals that In the dimension of new technologies, the café to a great extent uses digital platforms to enhance the customer experience. The café to a great extent uses also automation and AI systems to improve efficiency. To a great extent, the café uses IoT devices to improve the customer experience.

In the dimension of changing customer needs and preferences, the café is frequently receiving customers request changes to the menu items and ingredients. The customers shift frequently in demand for healthy or sustainable options. There are also increasing desire for convenience and online ordering.

In the dimension of emerging market, there are high opportunities to grow the market share. Most of the cafés adapt to local regulations and customs. Besides that, the café usually makes partnerships or collaborations with local companies.

In the dimension of regulatory changes, most of the cafés pay attention to the changes in food safety regulations. Moreover, they do the updates to labor laws and regulations. Finally, they are very high in compliance with environmental regulations and sustainability standards.

The descriptive analysis for Staff Development (X2) exposes that The dimension of skill-based development focuses on three things: satisfaction with training, opportunity to learn new skills, and ability to apply the skills. Most of employees are satisfied with the training provided for their current job duties. To a great extent, they feel that they have opportunities to learn new skills or techniques related to their job. They are in turn are confident in their ability to apply the skills or techniques they have learned through training to the current job.

The dimension of personal development is very high. It is supported by the high satisfaction of employees with the opportunities provided to develop their communication skills. Most of them feel that they have opportunities to develop their time management skills. They also often receive feedback on the performance, to what extent they feel that this feedback helps them to identify and improve upon their personal strengths and weaknesses.

In the professional development, it reveals that the employees are satisfied with the opportunities provided to learn about the coffee industry. Most of them feel that they have opportunities to attend industry events or conferences. In turn, they are confident in their ability to perform tasks and responsibilities required for higher-level positions within the café.

Finally, regarding career development, they are in general satisfied with the opportunities provided to advance within the company. To a great extent, they feel that they have opportunities to receive mentorship or guidance on their career path. Their current job responsibilities are also aligned with their long-term career goals.

Referring to the data regarding the descriptive analysis for Turnover Intention (Y), we can say that In the dimension of new job opportunities, they are rarely search for new job opportunities. This implies that employees in the culinary sector are not actively seeking alternative employment options. They may be satisfied with their current job or feel that the available job market does not offer significant opportunities for career advancement or better prospects. They are unlikely to leave their current job within the next six months. The importance of finding a job with better pay and benefits is not significant enough for employees to leave their current job.

Talking about incompatibility with current job position, the employees are satisfied with your current job responsibilities and duties, their current skills and experience match the requirements of your job position, and very well in getting along with their colleagues and supervisors. This implies that employees are content with the tasks and responsibilities assigned to them in their current job position. This satisfaction may indicate that the employees feel a sense of fulfillment or meaning in their work or that they find their tasks challenging and engaging.

In general, the employees have no problem with current workload. They rarely feel overwhelmed by their workload; they are satisfied with the amount of support and resources provided to them to complete their job duties; and they are able to balance their work and personal life. Employees feel comfortable and satisfied with the amount and complexity of their job tasks. They do not perceive their workload as excessive or overwhelming, indicating that they are able to manage their responsibilities effectively.

Finally, about the desire for entrepreneurship, the employees have some degree of interest in starting their own business in the future but they don't want to leave their current

job. They are unlikely to leave work and then plunge into their own entrepreneurship. Indeed, entrepreneurship is more interesting to them than the current job, but still they don't want to leave the current job. It implies that employees in the culinary sector have a level of interest in entrepreneurship but are not actively pursuing it at the expense of their current job.

The authors employ SmartPLS version 3.2.9 as a software tool for structural equation modeling (SEM) analysis to conduct the verification analysis and hypotheses testing. The measurement model's reliability and validity were evaluated using Cronbach's alpha, composite reliability, and average variance extracted (AVE). The results demonstrate strong internal consistency for each construct, with Cronbach's alpha values of 0.756 for X1 (Disruption Change Management), 0.869 for X2 (Staff Development), and 0.798 for Y (Turnover Intention). Additionally, composite reliability values were high with values of 0.825 for X1, 0.911 for X2, and 0.869 for Y. The AVE values for each construct were above the recommended threshold of 0.5, with values of 0.578 for X1, 0.718 for X2, and 0.624 for Y, indicating the measurement instrument's good convergent validity. These results confirm that the measurement instrument is reliable and valid for measuring the latent variables of interest in the model.

Specifically, the AVE values for Disruption Change Management (X1), Staff Development (X2), and Turnover Intention (Y) were 0.578, 0.718, and 0.624, respectively. The correlations between X1 and X2, X1 and Y, and X2 and Y were 0.690, -0.770, and -0.795, respectively. These findings indicate that each category in the model measures a unique aspect of the underlying construct, and the measurement model has good discriminant validity.

The overall model of the Disruption Change Management, Staff Development, and Employees Turnover Intention in Culinary Sector in Tashkent City, Uzbekistan, can be depicted in Figure 3.
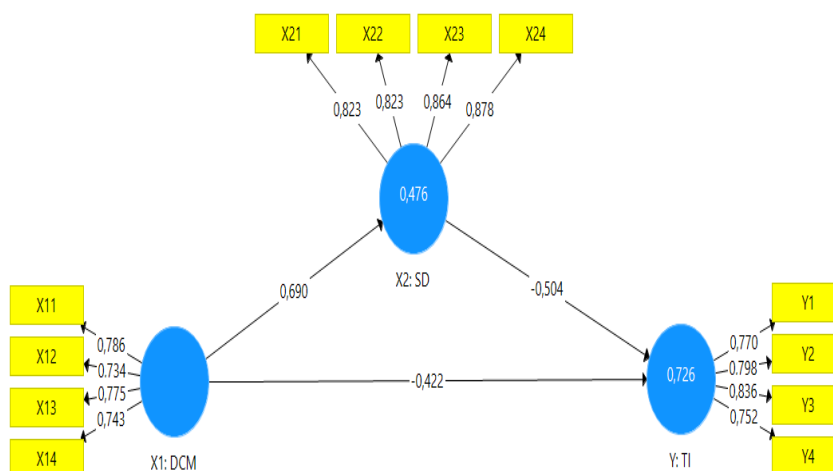
Source: SmartPLS outputs (2023)
Figure 3. Overall Model

The adjusted R-Square value for the model X2 (Staff Development) is 0.470. This indicates that 47% of the variance in the dependent variable (Staff Development) can be explained by the independent variable (Disruption Change Management) and other factors in the model. Moreover, the adjusted R-Square value for the model Y (Turnover Intention) is 0.720 indicating that 72% of the variance in Turnover Intention can be explained by Disruption Change Management and Staff Development. For the effect sizes, it implies that The effect size (f^2) for the path from X1 (Disruption Change Management) to X2 (Staff Development) is 0.907, indicating a substantial effect. This means that Disruption Change Management has a

strong influence on Staff Development. The effect size (f^2) for the path from X1 (Disruption Change Management) to Y (Turnover Intention) is 0.340, indicating a moderate effect. This suggests that Disruption Change Management has a moderate impact on Turnover Intention.

The effect size (f^2) for the path from X2 (Staff Development) to Y (Turnover Intention) is 0.486, indicating a substantial effect. This implies that Staff Development has a strong influence on Turnover Intention.

The results suggest that Disruption Change Management significantly affects Staff Development, which in turn has a substantial impact on reducing Turnover Intention. These findings highlight the importance of effective change management practices and staff development initiatives in mitigating turnover intention in the culinary sector, especially the café, in Tashkent City, Uzbekistan.

In summary, based on the provided bootstrapping results, all the tested hypotheses are accepted, indicating significant relationships between the variables in question. Specifically, Disruption Change Management has a positive effect on Staff Development and a negative effect on Turnover Intention. Additionally, Staff Development has a negative effect on Turnover Intention. These findings support the proposed relationships and provide evidence for the theoretical framework being studied.

Based on the researcher's findings that Disruption Change Management has a positive and significant effect on Staff Development, it can be discussed that Disruption Change Management has a positive effect on Staff Development. The implementation of effective change management strategies in response to disruptions positively influences the development of staff within the culinary industry. It indicates that when organizations effectively manage and adapt to disruptive changes such as new technologies, changing customer needs, emerging markets, and regulatory changes, it enhances the opportunities for staff development in various aspects (Brown & Harvey, 2021). The findings of this study have practical implications for organizations in the culinary industry. To navigate disruptions successfully, it is essential that they prioritize and invest in effective change management practices. Proactively managing disruptions can create a supportive environment for staff development and growth (Buhalis et al., 2019).

In the context of the findings, the positive effect of Disruption Change Management on Staff Development can be seen as an indication of organizational support. When organizations effectively manage and navigate disruptions, it demonstrates their commitment to supporting employees' growth, skill development, and career advancement. This aligns with the underlying principles of Organizational Support Theory, where employees perceive that their organization values their development and provides the necessary resources and opportunities for their growth (Srivastava & Agrawal, 2020).

The findings also indicate that staff development has a negative and significant effect on turnover intention in the culinary business. Engaging in staff development activities within the culinary industry can reduce employees' intention to leave the organization. As a practice, researchers need to discuss the practical implications of their findings. For instance, culinary businesses should prioritize investing in staff development initiatives to retain employees and reduce turnover intention. Offering skill-based, personal, professional, and career development opportunities can improve employee satisfaction, engagement, and organizational commitment. Additionally, a supportive organizational culture that encourages and supports staff development can foster employee loyalty and create a positive work environment (Long et al., 2014).

To further understand the underlying mechanisms and explore potential moderating or mediating factors in the relationship between staff development and turnover intention,

researchers may suggest avenues for future research. By highlighting the importance of staff development in mitigating turnover intention in the culinary business, researchers can emphasize the positive impact of investing in employees' growth and development on their intention to stay with the organization (Alkahtani, 2015). The findings that staff development has a negative and significant effect on turnover intention in the culinary business are closely related to human resources management (HRM) practices. HRM plays a crucial role in managing employees and their development within an organization. Here's how these findings relate to HRM (Kadiresan et al., 2015; Long et al., 2014; Takawira et al., 2014).

It is crucial to acknowledge the impact of staff development on employee retention. HRM must prioritize promoting employee growth, involvement, and loyalty. In the culinary industry, effective HRM practices including talent management, organizational culture, employee engagement, and succession planning can significantly reduce turnover rates. Companies that align their HRM strategies with staff development objectives can enhance employee happiness, commitment, and dedication. Ultimately, this will result in retaining a skilled and motivated team while reducing staff turnover (Pratama et al., 2022).

The findings indicate that Disruption Change Management has a positive and significant effect on Turnover Intention, directly and mediated by Staff Development. In the culinary industry, Disruption Change Management has a direct impact on Turnover Intention. This means that if organizations handle disruptions effectively, it can affect employees' desire to stay with the company. The positive effect suggests that certain elements of Disruption Change Management, like adopting new technologies, addressing evolving customer demands, adapting to emerging markets, and responding to regulatory changes, may result in increased turnover intention among workers.

The findings emphasize the importance of considering both direct and mediated effects in the context of disruption change management, staff development, and employee turnover in the culinary industry. The statement that "the findings emphasize the importance of considering both direct and mediated effects in the context of disruption change management, staff development, and employee turnover in the culinary industry" highlights the significance of understanding the complex relationships and dynamics at play in these areas.

The direct effect refers to the relationship between two variables without any intermediary variables influencing the association. In this case, the finding suggests that Disruption Change Management directly impacts Turnover Intention in the culinary industry. It implies that the way organizations manage disruptions, such as introducing new technologies, responding to changing customer needs, entering emerging markets, and adapting to regulatory changes, can directly influence employees' intention to leave the organization. This highlights the need for organizations to be mindful of the potential impact of disruption change management strategies on employee turnover and take appropriate measures to mitigate any negative consequences (Rangachari & L. Woods, 2020).

Finally, to gain a comprehensive understanding of the relationship between disruption change management, staff development, and employee turnover, it is crucial to consider both the direct effects of disruption change management on turnover intention and the mediated effects through staff development. This understanding can inform organizations in implementing effective strategies to manage disruptions, promote staff development, and mitigate turnover intention in the culinary industry (Ju & Li, 2019).

4. CONCLUSION

The findings suggest that direct effects indicate that disruption change management impacts turnover intention, while mediated effects show that staff development mediates the relationship between disruption change management and turnover intention. It is important to consider both direct and mediated effects to better manage disruption, foster staff development, and mitigate turnover intention in the industry. Investing in employee growth, development, and job satisfaction can proactively address turnover intention.

By considering HRM theory, the study can explore how aspects such as recruitment and selection, training and development, performance management, compensation and benefits, and employee engagement initiatives interact with disruption change management and staff development to influence turnover intention.

To better comprehend how changes in management and employee development programs can affect the level of employee loyalty in the culinary industry, the study can utilize job embeddedness theory. By evaluating the compatibility of employee skills with organizational changes and assessing their social connections and sacrifices in case of leaving, the study can gain insights into the relationship between job embeddedness and employee turnover intention.

This study investigates perceived support's impact on managing disruptive changes, promoting staff development, and reducing turnover intention. Investing in staff development, managing disruptions, and providing resources and opportunities for growth can significantly impact whether employees decide to stay or leave the culinary sector in Tashkent, Uzbekistan. Integrating these theoretical perspectives provides a comprehensive understanding of the underlying mechanisms and dynamics that link disruption change management, staff development, and turnover intention. These theories offer valuable frameworks for analyzing the complex interactions between HRM practices, job characteristics, organizational support, and employee attitudes and behaviors. Incorporating these theories strengthens the study's theoretical foundation and enhances practical implications for managing turnover intention in the culinary sector.

5. ACKNOWLEDGMENT

6. AUTHORS' NOTE

The authors declare that there is no conflict of interest regarding the publication of this article. Authors confirmed that the paper was free of plagiarism.

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