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Turnover intention among Indian police: What matters?
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Abstract:	Purpose This study investigates the influence of police organizational (abusive supervision, organizational support, and interpersonal trust) and community (political interference and perceived crime rate) stressors on turnover intention via the mediating role of burnout. Methods A total of 492 police personnel from 72 police stations in the capital city of India participated in the study. The hypotheses were tested using Structured Equation Modeling (SEM). Additionally, a machine learning model was built to develop concurrent predictive capability for burnout and turnover intention. Results The results suggest that abusive supervision, organizational support, coworker trust, and political interference are key stressors that contribute to burnout and turnover intentions. The machine learning model implies the robustness to concurrently predict burnout and turnover intention with minimum F1-score of 85%. Conclusion This study is among the first to empirically explore the precursors to police turnover intention in India and establish the role of burnout in the turnover process. Based on the findings, the police organization can introduce and modify policies and practices to help control high employee turnover.
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Highlights:

1. Using the Social Exchange Theory framework, organizational and community stressors explain police turnover intention.
2. Drawing from the JD-R Model, the mediating role of burnout in the process of stress-turnover intention is established.
3. A robust prediction model was built to concurrently predict burnout and turnover intention using machine learning framework.
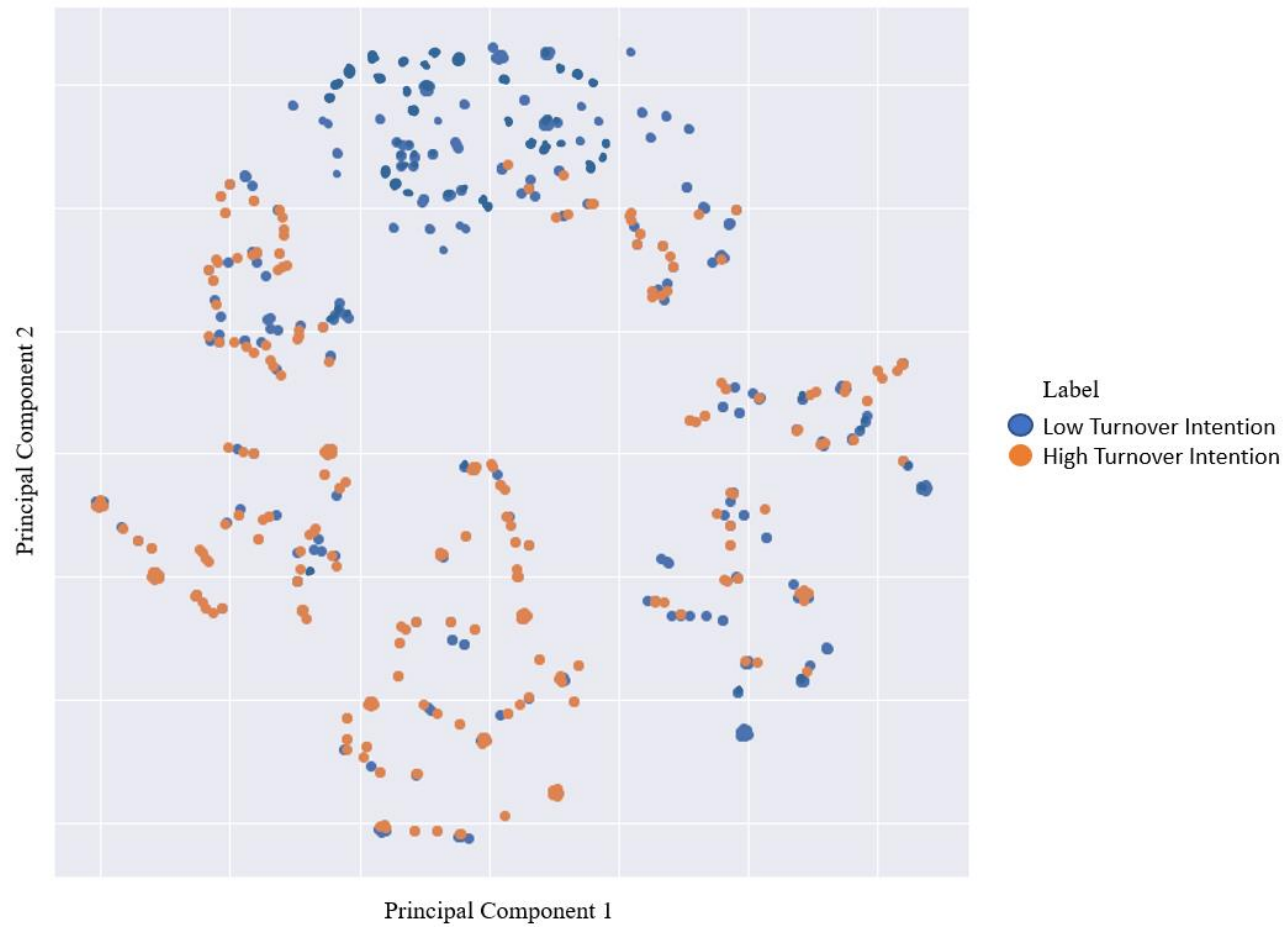
Figure 3: t-SNE plot for exhibiting the effects of distribution of independent features and burnout in lower dimensions (along 2 principal components) over turnover intention *(*Color to be used)*
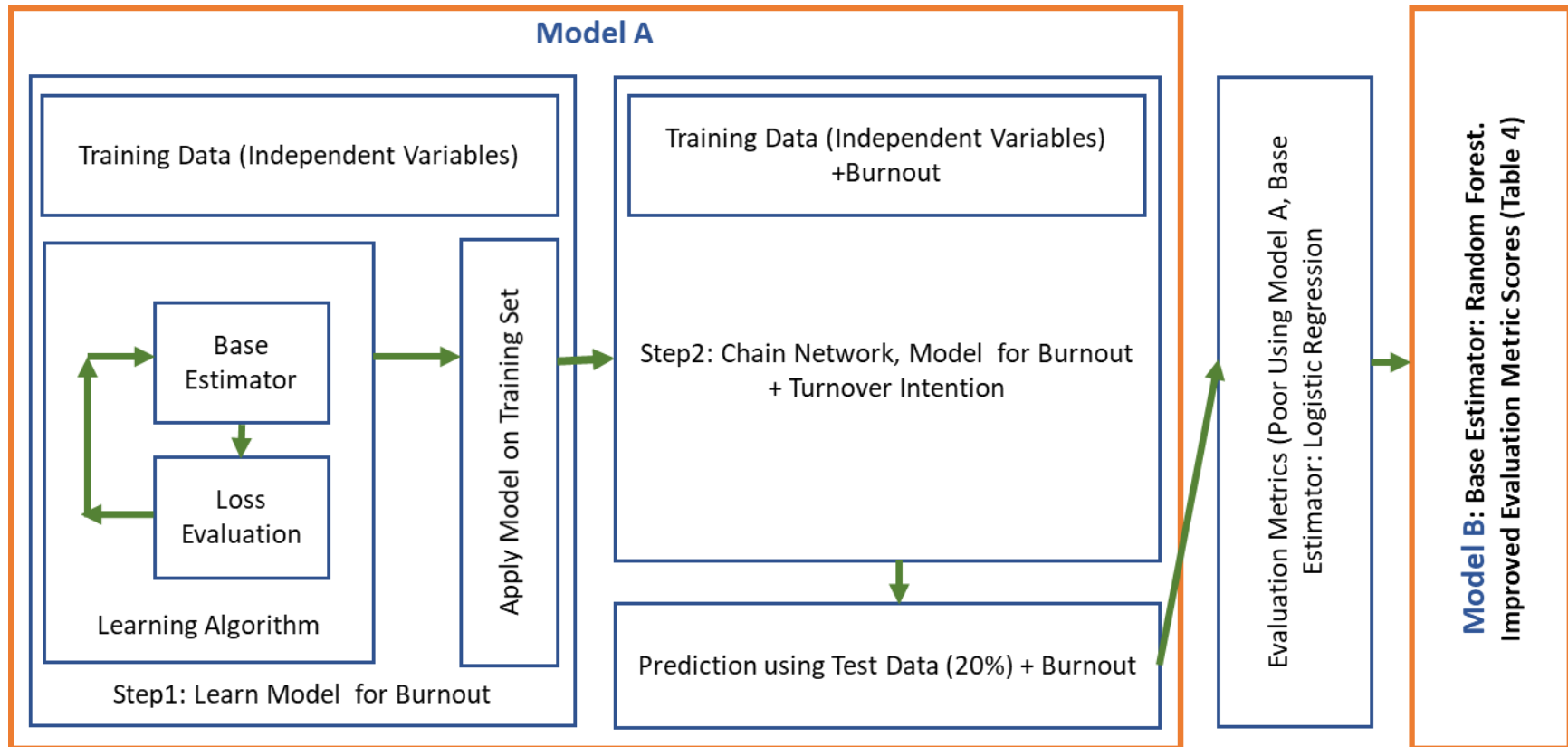
Figure 4: Multi-Label classification (classifier chain) machine learning model flow chart*(*Color to be used)*