Abstract
In order to test a personnel voluntary turnover model applicable to similar mexican organizations, the study administered a survey to 142 employees of five branches (Cuernavaca, Mor., Toluca, Mex., Pachuca, Hgo., San Juan del Río, Qro. and Tlaxcala, Tlax.) of a mexican financial organization. Results support the stated hypotheses: job search is significantly and negatively related to intention to stay ($r = -0.65$ and $p < 0.01$); affective organizational commitment is significantly and negatively related to job search ($r = -0.54$ and $p < 0.01$); and perceived organizational support is significantly and positively related to affective organizational commitment ($r = 0.62$ and $p < 0.01$). In agreement with the proposed model and by means of structural equations modeling, it was found that voluntary turnover is sequentially preceded by perceived organizational support, affective organizational commitment, job search and intention to stay ($\chi^2 = 40.43$, $df = 31$ and $p < 0.12$; $GFI = .96$; $RMSEA = .049$; $NFI = .962$ and $R^2 = .64$).

Keywords
Turnover, Intention to Stay, Job Search, Organizational Commitment and Perceived Organizational Support.