

Factors Influencing Employee Turnover Intention The Case

Optimal development of contemporary businesses is dependent on a number of factors. By creating novel frameworks for organizational behavior, effective competitive advantage can be achieved. The Handbook of Research on Organizational Culture and Diversity in the Modern Workforce is a comprehensive reference source for the latest scholarly content on components and impacts on effecting culturally diverse workplace environments.

Highlighting a range of pertinent topics such as emotional intelligence, human resources, and work-life balance, this publication is ideally designed for managers, professionals, researchers, students, and academics interested in emerging perspectives on organizational development.

Research Methods: The Basics is an accessible, user-friendly introduction to the different aspects of research theory, methods and practice. This second edition provides an expanded resource suitable for students and practitioners in a wide range of disciplines including the natural sciences, social sciences and humanities. Structured in two parts – the first covering the nature of knowledge and the reasons for research, the second the specific methods used to carry out effective research and how to propose, plan, carry out and write up a research project – this book covers:

- Reasons for doing a research project
- Structuring and planning a research project
- The ethical issues involved in research
- Different types of data and how they are measured
- Collecting and analysing qualitative and quantitative data in order to draw sound conclusions
- Mixed methods and interdisciplinary research
- Devising a research proposal and writing up the research
- Motivation and quality of work.

Complete with a glossary of key terms and guides to further reading, this book is an essential text for anyone coming to research for the first time.

Contemporary Issues in South African Military Psychology, is a well-timed, extremely thought-provoking, imperative, particular to the African context, and deals with a highly contemporary issue within the people management and the management studies fields specifically in the military field and context. This is specifically of importance as

military psychology is a behavioural science that combines theory and practical application. - Prof Karel Stanz, University of Pretoria

Handbook of Research on Organizational Culture and Diversity in the Modern Workforce

Essentials of Structural Equation Modeling

ICE-BEES 2020

Factors Influence Employee Turnover Intention in Kota Kinabalu Fast Food Industry

Absenteeism and Turnover of Hospital Employees

Digital Dividends

The workforce is considered to be the lifeblood within many major corporations. The ability of management to effectively utilize the knowledge and skills of their workforce is essential in ensuring the success of their corporations. Harnessing Human Capital Analytics for Competitive Advantage is a critical scholarly publication that explores the influence that workforce knowledge and skills can have on the performance of corporations and how such skills can be used to promote the success of corporations. Featuring coverage on a wide range of topics including employee happiness, mind genomics, and e-commerce adoption, this book is geared toward managers, professionals, and practitioners seeking current research on the advantage of utilizing workforce knowledge and skills to promote corporate success.

Armstrong's Handbook of Human Resource Management Practice is the bestselling and definitive resource for HRM students and professionals, which helps readers to understand and implement HR in relation to the needs of the business. It covers in-depth all of the areas essential to the HR function such as employment law, employee relations, learning and development, performance management and reward, as well as the HR skills needed to ensure professional success, including leadership, managing conflict, interviewing and using statistics. Illustrated throughout in full colour and with a range of pedagogical features to consolidate learning (e.g. source review boxes, key learning points, summaries and case studies from international organizations such as IBM, HSBC and Johnson and Johnson), this fully updated 15th edition includes new chapters on the HRM role of line managers, evidence-based HRM, e-HRM and the gender pay gap, further case studies and updated content covering the latest research and developments. Armstrong's Handbook of Human Resource Management Practice is aligned with the Chartered Institute of Personnel and Development (CIPD) profession map and standards and is suited to both professionals and students of both undergraduate degrees and the CIPD's level 5 and 7 professional qualifications. Online supporting resources include comprehensive handbooks for lecturers and students, lecture slides, all figures and tables, toolkits, and a literature review, glossary and bibliography.

Heritage, Culture and Society contains the papers presented at the 3rd International Hospitality and Tourism Conference (IHTC2016) & 2nd International Seminar on Tourism (ISOT 2016), Bandung, Indonesia, 10—12 October 2016). The book covers 7 themes: i) Hospitality and tourism management ii) Hospitality and tourism marketing iii) Current trends in hospitality and tourism management iv) Technology and innovation in hospitality and tourism v) Sustainable tourism vi) Gastronomy, foodservice and

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food safety, and vii) Relevant areas in hospitality and tourism Heritage, Culture and Society is a significant contribution to the literature on Hospitality and Tourism, and will be of interest to professionals and academia in both areas.

To Investigate the Factors Affecting the Turnover Rate of Property Management Staff in Shopping Arcades / Y Tse Tim Shing, Tim
The Psychology of Commitment, Absenteeism, and Turnover

Organizational Behavior

FACTORS INFLUENCING TURNOVER INTENTION AMONG GENERATION Y EMPLOYEES. A QUANTITATIVE STUDY IN THE PUBLIC
SECTOR IN ASTANA, REPUBLIC OF KHAZAKHSTAN

2014 International Conference on Economics and Management (ICEM2014).

Explore Business, Technology Opportunities and Challenges ?After the Covid-19 Pandemic

Employee engagement, or more specifically how to obtain more engagement and what to do with the disengaged, preoccupies C-level executives, human resources professionals, and consultants. Factiva, a global database of more than 33,000 national and international publications indexed by Dow Jones, registered a near-continuous double-digit growth in interest in the topic since 1994. COVID-19 appears to be straining work systems, and employee engagement may be suffering. Interestingly, the American preoccupation with employee engagement, as evidenced by the tens of thousands press mentions indexed by Factiva and the over 38,000 website hits for the search term "employee engagement tools", does not appear shared by the rest of the world. International Perspectives on Employee Engagement offers a predominately non-American view of employee engagement. The authors address employee engagement from a variety of perspectives. They represent both empirical research and theoretical discussions. The chapters have a distinctly international viewpoint with authors hailing from Europe, Middle East, Africa, and North America. Given the cultural diversity of the authors, this book offers a unique, non-American perspective on employee engagement. With a new introduction that specifically examines the possible key performance indicators (KPIs) for the annual executive performance appraisal process resulting from the COVID-19 pandemic, the chapters in this book were originally published as a special issue of International Studies of Management & Organization.

Master's Thesis from the year 2013 in the subject Business economics - Personnel and Organisation, grade: A, University of Ghana, Legon (University of Ghana Business School), course: MPhil Human Resource Management, language: English, abstract: The study examined the relationship among antecedents, employee turnover intention and outcome variables. First, it was proposed that pay satisfaction, job satisfaction, affective commitment, transformational leadership, transactional leadership, psychological climate, normative commitment and continuance commitment would antecede employee turnover intention. Next, turnover intention was expected to influence perceptions of absenteeism. Finally, thoughts of quitting was presented as a moderator between turnover intention and absenteeism as acceptable or accountable work behaviour. A nonexperimental, cross-sectional, descriptive correlational design was adopted for the study. Also, the multi-stage sampling method was used to select the three hundred and forty (340) employees who completed the survey instrument. Hypotheses were tested through correlational and hierarchical regression analytic procedures. The antecedent variables were all significant and inversely related to employee turnover intention and employee turnover intention on the other hand was also significantly related to acceptable absence legitimacy. However, for the turnover intention model, the hierarchical regression analysis results indicated that affective commitment,

normative commitment, pay satisfaction, job satisfaction and transformational leadership predicted employees intention to quit. For the absenteeism model, the hierarchical regression analysis results showed that turnover intention did not influence employees' perception of acceptable and accountable absence legitimacy and thoughts of quitting did not also moderate the postulated relationship. It was concluded that management in the SLCs should pay utmost attention to employees pay satisfaction,

Today's constantly changing work environment is fraught with job uncertainty, frequent mergers and acquisitions, and a general breakdown of trust between employer and employee. More than ever, it is critical for managers to proactively shift away from devaluing employees as marginal capital to empowering them as human capital. Perceived organizational support-employees' perception of how much an organization values their contribution and cares about their well-being-mutually benefits both employees and their organizations and is integral to sustainable employer-employee relationships. Using organizational support theory and evidence gathered from hundreds of studies, Eisenberger and Stinglhamber demonstrate how perceived organizational support affects employees' well-being, the positivity of their orientation toward the organization and work, and behavioral outcomes favorable to the organization. The authors illustrate these findings with employee experiences and strategic approaches of major organizations such as Southwest Airlines, Wal-Mart, Costco, and Google. Organizational psychologists, management consultants, managers, and graduate students will obtain a clear understanding of perceived organizational support and the practical knowledge needed to foster its development and positive outcomes.

Research agenda and best practices in the hospitality and tourism industry

Fostering Enthusiastic and Productive Employees

Harnessing Human Capital Analytics for Competitive Advantage

Proceedings of the 3rd International Conference on Economics, Business and Economic Education Science, ICE-BEES 2020, 22-23 July 2020, Semarang, Indonesia

The Key to Attract and Retain Excellent Employees

World Development Report 2016

In recent years, much attention has focused on the growth of nonstandard and contingent employment (including part-time work) which involves up to 30 percent of the total U.S. labor force. There is little agreement on either the causes or the effects of this trend. Some researchers emphasize the advantages: employees may explore the job market and obtain work that does not necessarily involve rigid schedules, while employers enjoy greater flexibility and lower costs. Others point to the disadvantages for employees, such as lack of job security, fewer benefits and chances for promotion, and often lower wages. Drawbacks for employers include a workforce that has little chance to develop firm-specific knowledge or loyalty. Chapters in *Nonstandard Work: The Nature and Challenges of Emerging Employment Arrangements* carefully analyze the extent and nature of various nonstandard work arrangements; their advantages and disadvantages for employees and employers; the demographic, industrial, and occupational distribution of such positions; and the question of whether standard employment itself is changing. Some contributors consider how innovative labor market intermediaries and unions might expand opportunities for workers while also helping firms to raise their productivity.

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Examines the reasons why companies lose their best employees, which range from poor management to toxic work environments, and offers advice on boosting employee confidence.

Employee-Organization Linkages: The Psychology of Commitment, Absenteeism, and Turnover summarizes the theory and research on employee-organization linkages, including the processes through which employees become linked to work organizations, the quality of such linkages, and how linkages are weakened or severed. The text identifies the determinants of employee commitment, absenteeism, and turnover, as well as their consequences for the individual, work groups, and the larger organization. The book also presents conceptual models on how employees become committed to, decide to be absent from, and decide to leave their organizations. Human resource practitioners, managers, employers, and industrial psychologists will find the book very informative and insightful.

Factors of Influencing Employee Turnover Intention at PT Rumah Sakit Pelabuhan (Port Hospital)

Research Methods: The Basics

Employee Turnover: Causes Consequences & Control

How to Recognize the Subtle Signs and Act Before It's Too Late

Labour Turnover and Retention

Nonstandard Work

Many organizations are facing a serious problem of their skilled employee's turnover irrespective of IT sector, across the nation. This study is an attempt to identify the factors which influence job satisfaction and its relation to the skilled employee turnover intention from IT sector in India. The researcher considered a sample of 102 skilled employees across various companies of IT sector to find out the varied opinions about the levels of satisfaction experienced by them. The researcher adopted non-probability convenience sampling for choosing the respondents from central region of India. Exploratory correlation, reliability analysis, factor analysis, K-Means cluster analysis, t-test and regression were adopted for analysis of the collected data. As a result, three clusters of people influenced by three major factors of job satisfaction were identified. A negative relationship between turnover and job satisfaction was found, which is consistent with many of previous studies conducted in this area.

Worker intention to resign from a company, could influenced by any factors, internal and external. Through this thesis, author had done a research to analyze internal factors that could influence turnover of workers in PT Rumah Sakit Pelabuhan. Internal factors that have been analyzed are associated with organization commitment and workers satisfaction. Research had been done in 8 (eight) healthcare provider under PT Rumah Sakit Pelabuhan, with total number of 246 respondents. Demographic data (sex, education, working period, age, marital status and department and company's location) also being used to support research. Respondents are divided into 2 (two) groups, administration department and customer service department. Descriptive data of the research inform that there are worker's turnover intention in Pelabuhan Cirebon Hospital, Pelabuhan Palembang Hospital , Pelabuhan Jakarta Hospital and Port Medical Center Hospital, and its owned by male workers with Diploma educational background. Regression Analytic, which has been done with SPSS 22, indicates that research's result support major hypothesis

but does not support the minor one. This means, research shows there are relation between organization commitment with turnover and work satisfaction, with positive relation pattern. In other word, eventhough workers in PT Rumah Sakit Pelabuhan have low commitment and satisfaction, their intention to do turnover is not always come to a realization. Refer to partial analytic on worker satisfaction, the result is workers will do the turn over if they do not satisfy with promotion/career path.

Software developer turnover can have disastrous effects on an organization due to the loss of business process knowledge, as well as acquired technical skills. Annual rates of turnover in information technology (IT) departments have been estimated at 20% or more with the cost of replacing technology workers ranging from 1.5 to 2.5 times annual salaries. This study purposely focused only on software developers as opposed to IT employees in general due to the critical nature of their work. The factors leading to turnover intention in this field are poorly understood; therefore, this study was designed to further understand the relationships between job characteristics, job satisfaction, and turnover intention among software developers. 326 web surveys were completed that contained questions relating to job characteristics, job satisfaction, turnover intention, and demographic information. The first four job characteristics are specific to software developers while the last five job characteristics and the job satisfaction scales are from the Hackman and Oldham Job Diagnostic Survey (JDS). Two research questions, sixteen hypotheses, and a theoretical path model were developed to understand which job characteristic variables contribute to the various dimensions of job satisfaction and which job satisfaction dimensions contribute to turnover intention. Additionally, the indirect effects of job characteristics through job satisfaction on turnover intention were also determined. The statistical testing consisted of descriptive and inferential statistical analysis. Bivariate correlations are presented, as well as path analysis, an extension of multiple regression analysis. The results of the study uncovered several factors that can influence turnover intention among software developers. Identified in the study as statistically significant job characteristics that can be influenced by management are training, autonomy, feedback, number of developers, task significance, and skill variety. With the results of this study, management can better understand the unique needs of software developers and design development jobs to ensure that these needs are met. The study concludes with implications for practitioners and recommendations for future research.

The 7 Hidden Reasons Employees Leave

FACTORS AFFECTING EMPLOYEE ' S RETENTION IN AUTOMOBILE SERVICE WORKSHOPS OF ASSAM AN EMPIRICAL STUDY

Factors of Organizational Justice Influencing Employees' Turnover Intention Od SMES in Zhongguancun

Employee–Organization Linkages

Retaining Valued Employees

Retaining Valued Employees briefly summarizes the current research in the area of employee turnover, and provides practical guidelines to implement proven strategies for reducing unwanted turnover.

In the current economic environment, retention is one of the foremost concerns of all organisations. Leading organisations are citing retention as a key challenge and central objective; and no organisation can expect to survive if its retention game is not on point. A sound retention strategy results in lower staff turnover rates, which means: Reduced costs to the company, higher revenues and profitability, more productive staff and increased work morale. Retention is, in fact, a win-win deal for both parties - the employer and the employee. Retention Strategies is a complete how-to book to help you implement a sound retention strategy for today's workplace. This book unpacks: The business case for retention strategies and the cost implications of high staff turnover. The role of rewards and remuneration: Remuneration only accounts for 25% of the stay decision, nevertheless it is a ticket to the retention game - it just has to be fair. Retention and engagement: Whilst engagement does not necessarily cause retention, there is some relationship. Remuneration options for retention and how each is typically used in organisations. This assumes that we have ticked all the other retention boxes like interesting work and great leadership. The Employee Value Proposition (EVP) and its link to retention and remuneration. Retention strategies for different generations. Retention Strategies is essential reading for anyone who manages or leads people currently or will lead them in the future. It will give you the tools to ensure people will want to work for you, follow you and stay with you. Retention Strategies is also intended for HR and reward executives, who are often responsible for crafting policy involving employment. This book may provide you with some ideas on what to include and exclude in your policies. This dissertation, "To investigate the factors affecting the turnover rate of property management staff in shopping arcades / y Tse Tim Shing, Tim" by Tim-shing, Tse, 0000, was obtained from The University of Hong Kong (Pokfulam, Hong Kong) and is being sold pursuant to Creative Commons: Attribution 3.0 Hong Kong License. The content of this dissertation has not been altered in any way. We have altered the formatting in order to facilitate the ease of printing and reading of the dissertation. All rights not granted by the above license are retained by the author. Abstract: Human resource is one of the key factors for a company to achieve its success and employees play an important role to contribute to a company's business development. Shortage of manpower will definitely affect the normal operation of a company. Therefore, it is desirable for a company to retain her employees so that it can reduce the turnover rate. It is costly to re-train an employee and it takes time for them to adapt a new environment. Experienced employees can work more effective as they know the operation and a culture of a company much better than freshmen. Property management is one of the highest turnover rate compared with other industries. In the recent research published by HKIHRM in 2014, the turnover rate of property management is the second highest turnover rate in the first quarter of 2014. We can find out that this industry is facing serious problem of manpower. There are also other reports provided

by one of the leading property management companies, Sun Hung Kei Property Limited, which shows that the turnover rate of property management is getting serious in the past years. In 2014, the annual report stated about the turnover rate of property management department of this company is around 50%. By comparing the turnover rate found in 2010 and 2014 of the captioned company, it was revealed that the overall turnover rate of property management was increased from around 30% to around 50%. Furthermore, an annual report in 2013 by Swire Properties Limited, it also stated that the turnover rate of property management was around 25%. Therefore, we can understand that this industry is facing a severe problem of retaining the current employees. In this study, I would like to investigate the factors affecting the turnover intention of the property management staff working in shopping arcade. This study would also focus on the difference of the intention of different rankings, such as manager, officer and security guards. Also, this study will identify the working stress and job satisfaction of the property management practitioners to understand the difficulties and problems encountered by them. Retaining employees is an important issue to all companies. Employee turnover is recognized costly and harms all organizations (Phil C. Bryant (2013)). Huge competition occurs among shopping arcades, talented employees should be retained in order to ensure the quality of services. Subjects: Shopping malls - Personnel management Shopping centers - Personnel management Employee Turnover Intention. Empirical Evidence from the Savings and Loans Companies in Ghana Armstrong's Handbook of Human Resource Management Practice The Nature and Challenges of Changing Employment Arrangements Does Job Satisfaction Provide Better Employee Turnover Intentions? A Study on IT Sector Factors Affecting Employee Turnover in an Electronic Company in Kuching The Structural Determinants of Unemployment

Structural Equation Modeling is a statistical method increasingly used in scientific studies in the fields of Social Sciences. It is currently a preferred analysis method, especially in doctoral dissertations and academic researches. Many universities do not include this method in the curriculum, so students and scholars try to solve these problems using books and internet resources. This book aims to guide the researcher in a way that is free from math expressions. It teaches the steps of a research program using structured equality modeling practically. For students writing theses and scholars preparing academic articles, this book aims to analyze systematically the methodology of studies conducted using structural equation modeling methods in the social sciences. In as simple language as possible, it conveys basic information. It consists of two parts: the first gives basic concepts of structural equation modeling, and the second gives examples of applications.

It has become increasingly more difficult for organizations to hire and retain qualified staff. In order to satisfy this need and meet the competition for talented staff, organizations will be required to develop effective employee attraction and retention strategies. The ability to compete for and retain talented staff will depend in part on the organizations ability to identify this need and successfully develop and implement a plan. Further intensifying this talent

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acquisition need is the current workforce demographics comprising a large number of baby boomers that are eligible to retire and will be leaving the workforce in the immediate future. Demand for talent will dramatically change the demographics of the workforce. This study identified and examined factors that positively influence the attraction and retention of quality staff for organizations. These factors include employee commitment, trust, communication, and support programs. Additionally, this study examined the practices of the Office of Personnel Management that provides guidance to the federal government agencies on talent acquisition and retention programs to determine the strategies they use to manage this staffing need crisis. This study identifies talent attraction and retention strategies organizations can develop to manage this talent sustainability issue. The findings of this study apply across organizations both public and private. Keywords: Talented Staff Acquisition, Employee Retention, Employee Commitment, Talent Sustainability, and Employee Turnover.

This book constitutes the refereed proceedings of the International Conference on Business and Technology (ICBT2021) organized by EuroMid Academy of Business and Technology (EMABT), held in Istanbul, between November 06–07, 2021. In response to the call for papers for ICBT2021, 485 papers were submitted for presentation and inclusion in the proceedings of the conference. After a careful blind refereeing process, 292 papers were selected for inclusion in the conference proceedings from forty countries. Each of these chapters was evaluated through an editorial board, and each chapter was passed through a double-blind peer-review process. The book highlights a range of topics in the fields of technology, entrepreneurship, business administration, accounting, and economics that can contribute to business development in countries, such as learning machines, artificial intelligence, big data, deep learning, game-based learning, management information system, accounting information system, knowledge management, entrepreneurship and social enterprise, corporate social responsibility and sustainability, business policy and strategic management, international management and organizations, organizational behavior and HRM, operations management and logistics research, controversial issues in management and organizations, turnaround, corporate entrepreneurship, and innovation, legal issues, business ethics, and firm governance, managerial accounting and firm financial affairs, non-traditional research and creative methodologies. These proceedings are reflecting quality research contributing theoretical and practical implications, for those who are wise to apply the technology within any business sector. It is our hope that the contribution of this book proceedings will be of the academic level which even decision-makers in the various economic and executive-level will get to appreciate.

The Influencing Factors of Employee Turnover Intention in Hotel Industry in Ning Xia China

Contemporary Issues in South African Military Psychology

The Study of Turnover

Why Employees Stay

Managing People and Organizations

AN ASSESSMENT ON FACTORS AFFECTING EMPLOYEE TURNOVER INTENTIONS IN THE IT SECTOR OF MAURITIUS

We proudly present the proceedings of 3rd International Conference on Economics, Business and Economic Education Science 2020 (ICE-BEES 2020). It focuses on the relation of economics, business, education, environment and sustainable development. The issue of economics and sustainable development is important today, especially in the time of Covid-19, not only globally, but also Indonesia nationally to the local level. There are several important issues related to this, both institutionally and the relationships between individuals and groups in supporting the agenda of sustainable development. More than 150 manuscripts were presented at this conference with around 49 of them selected to be published in

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proceedings. We hope by this conference, discussions on the importance of sustainable development will increasingly become an important concern together and bring better response from the government and social relations for development.

This Research Topic explores issues that are central to the continued relevance of organizational and vocational psychology, and equally central to the well-being of individuals and communities. The cohering theme of this publication revolves around the question of how people can establish meaningful lives and meaningful work experiences in light of the many challenges that are reducing access to decent work. Another essential contextual factor that is explored in this volume is the Decent Work Agenda (International Labour Organization, 2008), which represents an initiative by the International Labour Organization. In this book, we hope to enrich the Decent Work Agenda by infusing the knowledge and perspectives of psychology into contemporary discourses about work, and well-being. Another inspiration for this project emerged from the UNESCO Chair in Lifelong guidance and counseling, recently established in Poland in 2013 under the leadership of Jean Guichard, which has focused on advancing research and policy advocacy about decent work. This new era calls for an innovative perspective in constructing decent work and decent lives: the passage from the paradigm of motivation to the paradigm of meaning, where the sustainability of the decent life project is anchored to a meaningful construction. During this period when work is changing so rapidly, leaving people yearning for a sense of connection and meaning, it's fundamental to create a framework for an explicitly psychological analysis of decent work. ICEM2014 is to offer scholars, professionals, academics and graduate students to present, share, and discuss their studies from various perspectives in the aspects of social science. The ICEM2014 is hosted by Advance Information Science Research Center and is sponsored by DEStech Publication, Inc., South China University of Technology, Guangdong University of Foreign Studies. This proceedings tends to collect the up-to-date, comprehensive and worldwide state-of-art knowledge on economics and management. All of accepted papers were subjected to strict peer- reviewing by 2-4 expert referees. The papers have been selected for this proceedings based on originality, significance, and clarity for the purpose of the conference. The selected papers and additional late-breaking contributions to be presented will make an exciting technical program on conference. The conference program is extremely rich, featuring high-impact presentation. We hope this conference will not only provide the participants a broad overview of the latest research results on economics and management, but also provide the participants a significant platform to build academic connections. ICEM2014 would like to express our sincere appreciations to all authors for their contributions to this conference. We would like to extend our thanks to all the referees for their constructive comments on all papers; especially, we would like to thank to organizing committee for their hard working.

2nd edition

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From Meaning of Working to Meaningful Lives: The Challenges of Expanding Decent Work

Heritage, Culture and Society

Vulnerability and Power in Market Relations

The Relationships Between Job Characteristics, Job Satisfaction, and Turnover Intention Among Software Developers

International Perspectives on Employee Engagement

Employee TurnoverSouth-Western PubEmployee—Organization LinkagesThe Psychology of Commitment, Absenteeism, and TurnoverAcademic Press

Digital technologies are spreading rapidly, but digital dividends--the broader benefits of faster growth, more jobs, and better services--are not. If more than 40 percent of adults in East Africa pay their utility bills using a mobile phone, why can't others around the world do the same? If 8 million entrepreneurs in China--one third of them women--can use an e-commerce platform to export goods to 120 countries, why can't entrepreneurs elsewhere achieve the same global reach? And if India can provide unique digital identification to 1 billion people in five years, and thereby reduce corruption by billions of dollars, why can't other countries replicate its success? Indeed, what's holding back countries from realizing the profound and transformational effects that digital technologies are supposed to deliver? Two main reasons. First, nearly 60 percent of the world's population are still offline and can't participate in the digital economy in any meaningful way. Second, and more important, the benefits of digital technologies can be offset by growing risks. Startups can disrupt incumbents, but not when vested interests and regulatory uncertainty obstruct competition and the entry of new firms. Employment opportunities may be greater, but not when the labor market is polarized. The internet can be a platform for universal empowerment, but not when it becomes a tool for state control and elite capture. The World Development Report 2016 shows that while the digital revolution has forged ahead, its 'analog complements'--the regulations that promote entry and competition, the skills that enable workers to access and then leverage the new economy, and the institutions that are accountable to citizens--have not kept pace. And when these analog complements to digital investments are absent, the development impact can be disappointing. What, then, should countries do? They should formulate digital development strategies that are much broader than current information and communication technology (ICT) strategies. They should create a policy and institutional environment for technology that fosters the greatest benefits. In short, they need to build a strong analog foundation to deliver digital dividends to everyone, everywhere.

This study examines three antecedents of turnover intention, which are demographic (age, tenure, marital status, education level, employee status and gender), controllable factors (job satisfaction, organizational commitment, distributive justice, procedural justice, career and self-development, and stress), and uncontrollable factor (perceived

alternative employment opportunity).

Retention Strategies

Perceived Organizational Support

Employee Turnover

Managing Human Resource And Industrial Relations

The logic of analysis of segmentation research; Segmentation of market relations and segmentation of unemployment; Data, measurement of variables, and techniques of analysis; Class segments and the structure of unemployment; Economic sectors and the distribution of the unemployed; Business cycle, economic sector, and unemployment.