

# Factors Influencing Employee Turnover Intention The Case

A Current Perspective  
 ICCCT 2021  
 Armstrong's Essential Human Resource Management Practice  
 A Guide to People Management  
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 Factors Influence Employee Turnover Intention in Kota Kinabalu Fast Food Industry  
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 2014 International Conference on Economics and Management (ICEM2014).  
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 FACTORS AFFECTING EMPLOYEE'S RETENTION IN AUTOMOBILE SERVICE WORKSHOPS OF ASSAM AN EMPIRICAL STUDY  
 Employee Turnover  
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 FACTORS INFLUENCING TURNOVER INTENTION AMONG GENERATION Y EMPLOYEES. A QUANTITATIVE STUDY IN THE PUBLIC SECTOR IN ASTANA, REPUBLIC OF KHAZAKHSTAN  
 Developing Effective People Skills for Better Leadership and Management  
 Fostering Enthusiastic and Productive Employees  
 International Conferences, GDC 2011, Held as Part of the Future Generation Information Technology Conference, FGIT 2011, Jeju Island, Korea, December 8-10, 2011. Proceedings  
 The Key to Attract and Retain Excellent Employees  
 International Perspectives on Employee Engagement  
 Factors of Organizational Justice Influencing Employees' Turnover Intention Od SMES in Zhongguancun  
 Employee Turnover: Causes Consequences & Control  
 Handbook of Research on Organizational Culture and Diversity in the Modern Workforce  
 Essentials of Structural Equation Modeling  
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 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

*Factors Influencing  
 Employee Turnover  
 Intention The Case*

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### A Current Perspective Springer

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.

ICCCT 2021 Springer

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.

*Armstrong's Essential Human Resource Management Practice* Amer Psychological Assn

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 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. *A Guide to People Management* SAGE 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.

**Organizational Behavior** Kogan Page Publishers

HR managers have to serve the interests of their organizations, comprising employees, customers and the community at large as well as shareholders, or, in the public or voluntary sectors, those who have the ultimate responsibility for what the organization does. It also means exercising social responsibility, being concerned for the interests (well-being) of employees and acting ethically with regard to the needs of people in the organization and the community. Armstrong's Essential Human Resource Management Practice provides a complete overview of the practices and processes fundamental to managing people. The text provides a thorough introduction to the core areas of HR including: people resourcing, performance management, learning and development and rewarding people. It also examines the contribution of HR to organizational aims and objectives and how it is integrated within the business. The book is accompanied by

online resources for both lecturers and students and adopts an increased focus on employee engagement, a concept which is becoming increasingly prominent in people management, but which is often presented as a mantra without being properly understood; this is examined in detail with reference to recent research. Michael Armstrong's original Handbook of Human Resource Management is the classic text for all those studying HR or who are entering the profession for the first time. In this new title Michael Armstrong provides a condensed text which has been rewritten with the non-HR student or professional in mind, describing and evaluating key HRM concepts such as: HRM itself; strategic HRM; the resource-based view; the choice between best practice and best fit; human capital measurement; motivation theory; emotional intelligence; the flexible firm; the learning organization; and financial rewards.

*Factors Influence Employee Turnover Intention in Kota Kinabalu Fast Food Industry* Lulu.com

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, *Voluntary Employee Withdrawal and Inattendance* European Alliance for Innovation

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.

**Retention Strategies** Concepts Books Publication

*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. *Perceived Organizational Support* IGI Global

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, [ ] [ ] [ ], 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

**Does Job Satisfaction Provide Better Employee Turnover Intentions? A Study on IT Sector** Routledge

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.

*Factors of Influencing Employee Turnover Intention at PT Rumah Sakit Pelabuhan (Port Hospital)* Employee—Organization LinkagesThe Psychology of Commitment, Absenteeism, and Turnover

This volume provides theoretical perspectives on and approaches to the development or enhancement of positive psychological capacities within various multi-cultural professional and organizational contexts. Specifically, it presents theoretical frameworks for the identification, development and optimization of positive psychological capacities through a contemporary, multi-cultural and multi-disciplinary lens. In recent years, the applicability of positive psychological intervention (PPI) techniques has transposed the boundaries of clinical practice into a wide array of complementary domains such as law, education, business and even design sciences such as architecture. These interventions target the enhancement of positive psychological capacities (e.g. strength-identification and use; high-performance learning; appreciative design; job-crafting) in order to not only improve individual functioning, well-being and the treatment of various forms of psychopathology but also to enhance team functioning/performance, organizational growth and community development. Despite its importance, very little research has been done on the design of PPIs applicable to multi-cultural contexts. The contributions to this volume provide insights into this hitherto neglected area of research.

**2nd edition** John Wiley & Sons

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 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.

#### Managing People and Organizations

DEStech Publications, Inc

To make an effective contribution, HR specialists have to be good at management, leadership and developing both themselves and others. They also need to be aware of the management and business considerations that affect their work. Armstrong's Handbook of Management and Leadership for HR provides guidance on the processes of management and leadership with particular reference to what HR managers and aspiring managers need to know and do to make a difference. Written by renowned human resources expert and bestselling author Michael Armstrong, Armstrong's Handbook of Management and Leadership for HR covers in one volume the 'Leading, Managing and Developing People' and 'Developing Skills for Business Leadership' Chartered Institute of Personnel and Development (CIPD) modules. It includes numerous practical features such as case studies, practitioner interviews, exercises and clear learning objectives to aid learning. This is the essential book for HR students and professionals looking to broaden their skills and understanding relating to management and leadership. Online supporting resources include lecture slides, an instructor's manual, a student's manual and a literature review.

#### **Retaining Valued Employees** Grin Publishing

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.

#### The Structural Determinants of

#### Unemployment Kogan Page Publishers

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.

#### **Why Employees Stay** South-Western Pub

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.

#### *2014 International Conference on Economics and Management (ICEM2014).* Cornell University Press

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).

#### *The Nature and Challenges of Changing Employment Arrangements* Springer Science & Business Media

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.

#### **Proceedings of International Conference on Communication and Computational Technologies** Iowa State Press

*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.

#### *How to Recognize the Subtle Signs and Act Before It's Too Late* Academic Press

Employee—Organization Linkages  
The Psychology of Commitment, Absenteeism, and Turnover  
Academic Press