

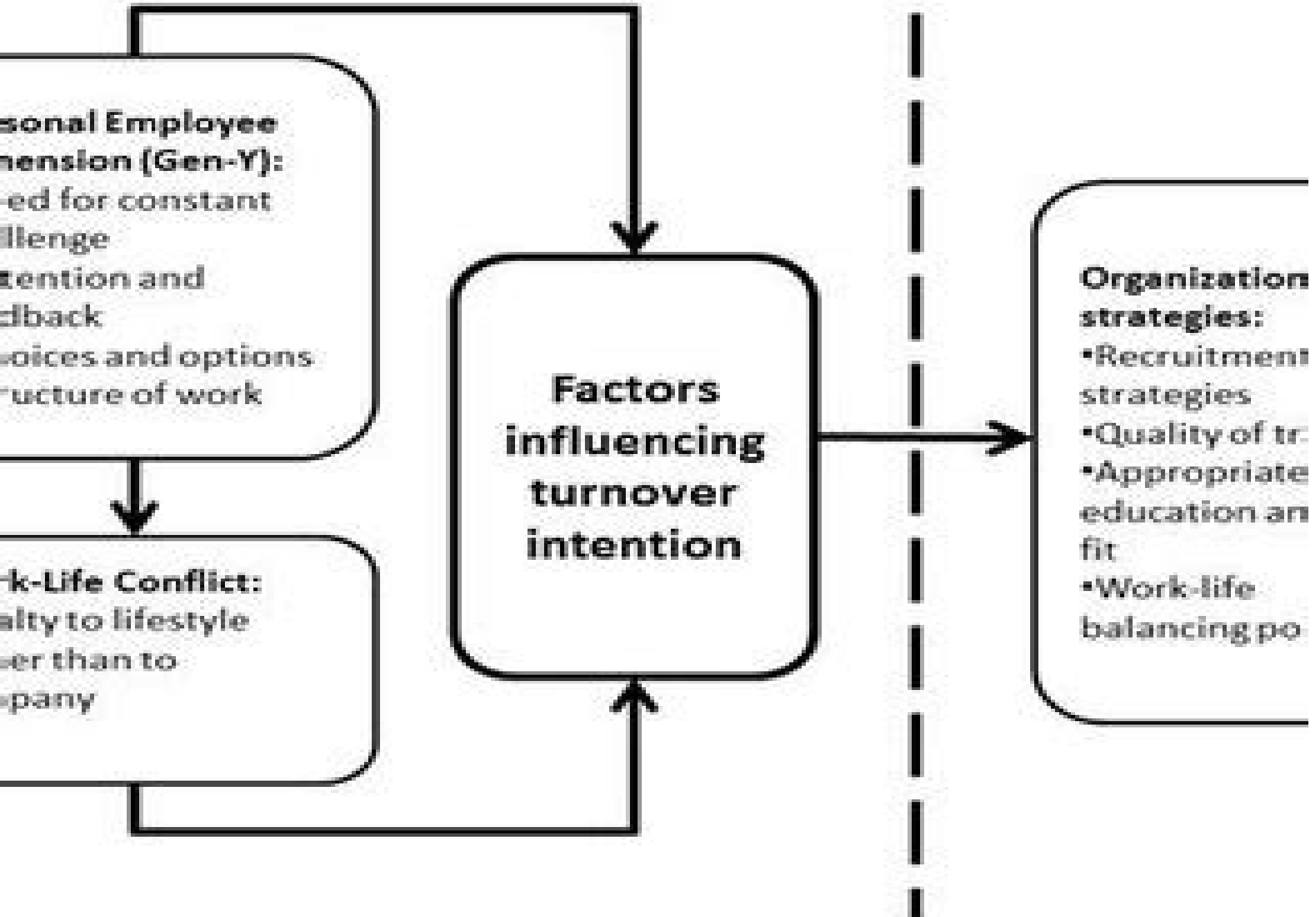
Personal Employee Dimension (Gen-Y):
• Need for constant challenge
• Attention and feedback
• Choices and options
• Structure of work

Work-Life Conflict:
• Priority to lifestyle over than to company

Factors influencing turnover intention

Organization strategies:

- Recruitment strategies
- Quality of training
- Appropriate education and fit
- Work-life balancing policies



Factors Influencing Employee Turnover Intention The Case

Richard M. Steers, Lyman W. Porter

Factors Influencing Employee Turnover Intention The Case :

Proceedings of the 19th International Symposium on Management (INSYMA 2022) Werner Ria Murhadi,Dudi Anandya,Noviaty Kresna Darmasetiawan,Juliani Dyah Trisnawati,Putu Anom Mahadwartha,Elsye Tandelilin,2023-02-11 This is an open access book The INSYMA 19 will be the first INSYMA to be held in a hybrid format the offline event will be held in Bali Indonesia Bali is chosen as the location of the INSYMA because it is known as Indonesia s most famous tourist destination not only for domestic but also for foreign tourists Both offline and online presenters are welcome to contribute to this year s conference This is an open access book *Integrating Artificial Intelligence, Security for Environmental and Business Sustainability* Allam Hamdan,2025-11-05 This book delves into the crucial role of AI in addressing environmental challenges and driving sustainable business operations while emphasizing the importance of incorporating robust security measures in these endeavors Integrating Artificial Intelligence Security for Environmental and Business Sustainability is a comprehensive guide that explores the intersection of artificial intelligence AI security and sustainable practices Our proposed book provides a solid foundation in AI principles and technologies relevant to environmental and business sustainability It covers machine learning algorithms deep learning techniques and their applications in optimizing resources managing risks and enhancing decision making processes **ICT: Applications and Social Interfaces** Amit Joshi,Roshan Ragel,Mufti Mahmud,S. Kartik,2025-08-27 This book contains best selected research papers presented at ICTCS 2024 Ninth International Conference on Information and Communication Technology for Competitive Strategies The conference will be held in Jaipur India during 19 21 December 2024 The book covers state of the art as well as emerging topics pertaining to ICT and effective strategies for its implementation for engineering and managerial applications This book contains papers mainly focused on ICT for computation algorithms and data analytics and IT security The work is presented in ten volumes **ICE-BEES 2020** Yozi Aulia Rahman,Andryan Setyadharma,Bayu Wiratama ,2021-05-18 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 **Labor in the Tourism and Hospitality Industry** Abdallah M. Elshaer,2019-05-28 An organization s workforce is arguably the greatest asset of any organization and tourism and hospitality is an extremely labor intensive industry This volume takes an in depth look at workforce issues in the

tourism and hospitality industry focusing on labor skills ethics rights and more It examines manpower planning beyond forecasting estimates to include investigative techniques in a way that offers insight for economic planning in both tourism and tourism education The authors use economic sociological and psychological analysis and take a pragmatic stance on the challenges of the workforce The authors look at the specifics of the labor market of the tourism and hospitality industry discussing the current status of the industry s organizations and how they are suffering labor shortages qualitative or quantitative and constant turnover resulting in significant costs to organizations Topics such as low wages and overdependence on tipping workforce diversity technological change resistance and seasonality issues and more are examined The volume also provides a section on labor rights in the tourism and hospitality industry which looks at labor trafficking and issues in social justice and human rights Key features Provides an in depth understanding of tourism employment Presents a critical analysis of labor supply and demand in the tourism and hospitality industries Considers the need for specific labor skills and training Examines the reasons for labor shortages and turnover in the tourism and hospitality industry Discusses labor ethics and social responsibility in hospitality tourism organizations

The Future of Work: How Technology is Transforming Jobs and Skills Rim El Khoury,2026-01-01 This book provides a comprehensive guide to how emerging technologies are transforming jobs and the skills workers need to thrive in the future of work With automation spreading across industries this book equips both individuals and organizations with the know how to navigate ongoing disruption Covering topics from robotic process automation to artificial intelligence and blockchain s impact on various functions each chapter examines a different sector s transition By analyzing ongoing changes through relevant case studies and expert insights readers gain an applied understanding of both challenges and opportunities With accessible overviews of emerging and disappearing roles this book serves as a vital resource for anyone establishing or managing their career during transformation Human resource professionals can reference practical examples of corporate training programs Leaders gain foresight into their industries directions Policymakers find data backed perspectives on facilitating smooth workforce transitions Ultimately this one stop reference empowers all with the knowledge and tools to thrive amid ongoing technological progress

The Finance-Innovation Nexus William A. Barnett,Bruno S. Sergi,2024-12-10 Topics covered in this volume include CEO characteristics and CSR green finance and investment in emerging economies behavioral finance intellectual capital MIS and financial performance capital structure during COVID 19 the online search volume index working capital stock return and banks risk taking as well as social capital

The Impact of Job Satisfaction and Organizational Commitment on Turnover Intention Mustafa Kamal Ahmed,2021 Employee turnover has grown in importance for organizations in the wholesale industry due to the increasing numbers of employee turnover rate The high rates are caused by a number of issues most notably by low job satisfaction rates in this industry sector Generally speaking it is the aim of any organization to reduce employee turnover by attracting and retaining the best employees through attractive job offers and

employee retention strategies Indeed conducting this study provided a better understanding of factors influencing turnover intention to increase employee retention and organizational performance The primary purpose of this research was to investigate the impact of job satisfaction facets and organizational commitment on turnover intention The quantitative method was used to collect the data by distributing questionnaire surveys among employees in a wholesale trade company The population that participated in this study include 101 employees and managers from different levels spearman s rank correlation and ordinal regression were employed to analyze the findings Based on the hypothesis developed the current study results showed that organizational commitment had the most significant impact on employees turnover intention in the wholesale trade industry which means employees are not dedicated to their jobs and tend to leave their current organization This study also pointed out new results regarding the facets of job satisfaction that lead to turnover intention Generally the high rate of turnover intention is due to the low salary scheme or lack of employee benefits However the remarkable results of this study found out that the most significant impact on turnover intention was employees satisfaction with promotion and talent development On the other hand the most negligible impact was satisfaction with remuneration packages Thus it indicated that recently employees pay more attention to develop their skills and get promoted rather than remuneration packages or non monetary rewards Therefore the findings of this study can be helpful for wholesale trade companies in KRI to reduce employees turnover intention and improve organizational performance *Industrial and Labor Relations Review* ,1995 **Personality-vs-organizational (P-O) Model of Employee Turnover Intentions** Rachid M. Zeffane,1993

Industrial & Labor Relations Review ,1995 *Indian Journal of Industrial Relations* ,1995 *International Labour Documentation* International Labour Office. Central Library and Documentation Branch,1997 *Index to Theses with Abstracts Accepted for Higher Degrees by the Universities of Great Britain and Ireland and the Council for National Academic Awards* ,2008 **Motivation and Work Behavior** Richard M. Steers,Lyman W. Porter,1983 Part III addresses key issues related to motivation in the work place and is intended to build a link between theory and practice Topics addressed in Part III include reward systems in organizations punishment and sanctions job attitudes stress performance social influences on motivation employee attachments to organizations job design and cross cultural influences on motivation and performance Part IV attempts to summarize the most important concepts of work and motivation into a broad based perspective for thinking about motivation issues The authors make use of a number of contributing authors to explain key concepts research and theories *Current Law Index* ,2006 *Personnel Management Abstracts* ,2000 **Gadjah Mada International Journal of Business** ,2019 *Sociological Abstracts* Leo P. Chall,2001 CSA Sociological Abstracts abstracts and indexes the international literature in sociology and related disciplines in the social and behavioral sciences The database provides abstracts of journal articles and citations to book reviews drawn from over 1 800 serials publications and also provides abstracts of books book chapters dissertations and conference papers **The Chinese Economy** ,2008

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