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# Using job embeddedness factors to explain voluntary turnover in four European countries

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## Abstract

The aging of the European workforce coupled with existing deficits of skilled workers in vital sectors (e.g., information and communication technology) make the attraction and retention of skilled workers a critical strategic human resource management issue. The large-scale, multi-country study reported in this article investigates the causes of

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towards work or about the actual opportunities in the labour market, but also job embeddedness.

Keywords: desire of movement ease of movement job embeddedness voluntary turnover

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