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The International Journal of Human Resource Management > Volume 19, 2008 - Issue 9

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

Cem Tanova & Brooks C. Holtom

Pages 1553-1568 | Published online: 26 Sep 2008

66 Cite this article ⚠ https://doi.org/10.1080/09585190802294820

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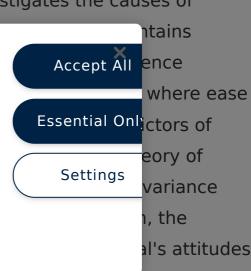
Abstract

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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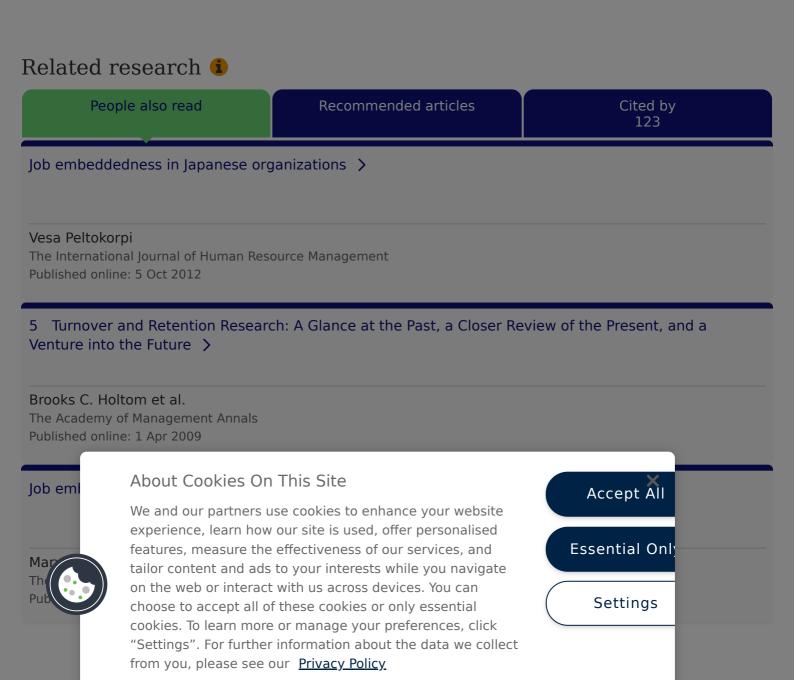


towards work or about the actual opportunities in the labour market, but also job embeddedness.

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

Acknowledgements

The present research was funded by the European Commission under the 6th Framework Programme's Research Infrastructures Action (Transnational Access contract RITA 026040) hosted by IRISS-C/I at CEPS/INSTEAD, Differdange (Luxembourg).



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