



Exploring predictors of alternative job changes

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Journal of Occupational and Organizational Psychology, 2005; 78:63-82

Previous studies have found that the variables that predict employee turnover vary considerably across situations. This lack of consistency may reflect limitations imposed by viewing turnover only as a decision to leave a current job. The variables that predict turnover may depend on the type of job change that an employee makes after leaving. This study explored which variables predicted leaving a job and moving to three alternative types of job change. The results show that different variables predicted employee moves to a new type of job in the same organization, the same job in a different organization, and a different job in a different organization. This supports the concept that turnover may be better modelled as a decision not only to leave a job, but also to move to a different work situation.