

Exploring job embeddedness' antecedents

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Abstract

Employees are the key resources of organizational success. Developing and maintaining job embeddedness is a cornerstone success in the workplace. The purpose of this research study is to analyze selected antecedents of job embeddedness. Role ambiguity, training, and demographics (age groups, gender and education) were identified from the extant literature as the selected antecedents for this study. An in-depth statistical analysis of the job embeddedness sub-dimensions was conducted in relation to the selected antecedents. Questionnaires were administered among the employees working in the private banks in Egypt. Results revealed a negative relationship between role ambiguity and job embeddedness, a positive relationship between training and job embeddedness. Elder employees held higher level of embeddedness compared to young employees, females possessed higher level of embeddedness compared to males, and no significant differences among the various education levels and job embeddedness.

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