

Social Equity
LEADERSHIP CONFERENCE
JUNE 5 - 7, 2013 - NC STATE UNIVERSITY, RALEIGH, NORTH CAROLINA



University

Factors that contribute to higher education employee voluntary turnover

Friday 8:00 am; Panel 3

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Abstract: My study seeks to provide an empirical understanding of the causes of turnover in higher education, by testing some frequently hypothesized predictors on a large sample of employees at Virginia Commonwealth University. This study could reveal interesting findings which add to our understanding of the employee turnover process in institutions of higher education and provide practical guidelines for university administrators. The findings could offer important insight into designing workplace diversity policies that could improve organizational performance.