



A Systematic Study On Job Embeddedness And Retention Of Faculty Members In Business Schools

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ABSTRACT

This study delves into the relationship between job embeddedness (JE) and the retention of Faculty members (FMs) in Business schools. While turnover poses challenges for educational institutions, little research has explored the connection between JE and faculty retention. The study employs a survey design with FMs from Business school as participants, utilizing the JE instrument and self-reported intent to stay. Results indicate a strong correlation between JE and faculty members' intention to stay, with age also playing a significant role. JE explains 24.6% of retention variance, emphasizing its predictive power. The study concludes that enhancing JE could contribute to improved faculty retention in Business Schools.

Keywords: Job Embeddedness, Faculty Retention, Business Schools, Conceptual model, Intent to Stay, Human Resources

1. Introduction

The distinction, between faculty members retention and turnover lies in the employer employee relationship. Job embeddedness (JE) is a concept that focuses on the grounds of why the employees opt to stay in their positions than to leave. However, there is limited research on whether JE is affected by location (urban or suburban) or if it applies only to full time faculty members (FMs). This study seeks to identify the factors (age, gender, location, salary and JE) that predict faculty members decision to stay and remain in their roles. One of the obstacles faced by institutions is the issue of Employee Turnover (Shah IA, et.al., 2020). This can lead to losses to the organization (Al-Suraihi, et.al., 2021), including the loss of investment, in training employees, instability within the workforce temporary decrease in overall efficiency reliance on part time or contract staff and expenses related to employee induction and onboarding. It can also result in loss of returns due to a tarnished reputation for the institution and an increase in student grievances leading to a lack of positive references for courses.

2. Literature review

Previous research on employee turnover has primarily focused on models that examine job attitudes (such as employee satisfaction and commitment towards the organization) and their correlation with staff turnover (Ahmad, A., 2018). Some studies have identified factors, like age, gender, and salary as predictors of turnover. A different approach to tackle this issue is to focus on increasing employee retention than just reducing turnover (Al-Suraihi, et.al., 2021). Previous studies, in the business field have suggested that job embeddedness (JE) is a concept that can explain employee turnover better than traditional factors like employee satisfaction and commitment to the organization (Yang, et.al., 2011). However there hasn't been any research conducted on the relationship between JE and employee retention among Business School Faculty members. Additionally, there lies a research gap as the potential impact of employee location (urban vs suburban) on retention hasn't been explored.