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Title of the Thesis: **Job embeddedness as the mediator of organizational identification, support and work-family balance with turnover intention**

Employees' turnover intention is an immediate precursor to actual turnover, as pointed out by contemporary research in the area of organizational behavior. In light of this backdrop, the primary aim of this study was to explore employees' turnover intention in the light of job embeddedness model of employee turnover. In an attempt to study the complex phenomenon of turnover intention, various organizational (i.e. Perceived Organizational Support and Organizational Identification) and social variables (i.e. Work-Family Balance and Social Support) were incorporated into study to see their influence on turnover intention. The present study tried to test the model whether overall job embeddedness as well as community and organization embeddedness mediates the relationship of perceived organizational support, organizational identification, social support and work-family balance to turnover intention.

The sample for the present study consists of three hundred eighty nine (N=389) participants from different private sector firms including Information Technology, Telecommunications, e commerce, Education etc. Convenience sampling method has been used to collect data and participants were mainly from Delhi NCR and Lucknow. The study has work-family balance as a prominent variable and hence all the selected participants were married. The tools included *Turnover Intention scale* by Konovsky and Cropanzano (1991), Multidimensional scale of Perceived Social Support (*MSPSS*) by Zimet, Dahlem, Zimet and Farley (1988), The shorter version of Survey of Perceived Organizational Support (*SPOS*) by Eisenberger, Huntington, Hutchison and Sowa (1986), *Work-family balance scale* by Carlson, Grzywacz and Zivnuska (2009), *Organizational identification scale* by Mael and Ashforth (1992) and *Job embeddedness scale* by Lee, Mitchell, Sablinski, Burton and Holtom (2004). The analysis of data was done with the help of Statistical Package for Social Sciences (IBM SPSS-21) and PROCESS-HAYES version 3.0. The sample was checked for mean and standard deviation and simple mediation analysis was used to further explore the relationship among variables used in study.

The results of the study found overall job embeddedness to be a significant mediator in the relation of work-family balance, organizational identification, perceived organizational support, social

support and its dimensions, i.e. family support, friends support and significant other support to turnover intention. This relationship is found to be negative, meaning thereby, as the level of these increases, overall job embeddedness also increases, which further reduces turnover intention.

Further, the results for community embeddedness revealed that community fit was found to significantly mediate the relation of work-family balance, overall social support and its dimensions to turnover intention negatively. This implies that as the level of these increase, community fit also increase, further reducing turnover intention among employees. In addition, community sacrifice was found to significantly mediate the relation of all predictors to turnover intention in a negative direction. This elaborates that as the level of these increase, community sacrifice also increase, further reducing turnover intention. Finally, community links was not found to mediate any of the assumed relations.

Moreover, in the results of organization embeddedness, organization fit was found to significantly mediate the relation of all predictors to outcome variable. This relationship is negative, meaning thereby, as the level of predictors increase, organization fit increase which further reduces turnover intention among employees. Similarly, organization sacrifice was also found to mediate the relation between predictors and outcome variable such that as the level of predictors increase, organization sacrifice also increase, further reducing turnover intention feelings of employees. However, organization links was not found to mediate any of the assumed relations.

The study through its results shed a light on the mechanism through which various antecedents influence turnover intention of workers. Therefore, the findings of present study are promising from organization's viewpoint as it may help HR leaders and policymakers to make employee friendly strategies that will further facilitate retention. The results are also beneficial from the standpoint of employees, as it would help them to deal with their turnover intention feelings by fixing certain facets of their personal and professional lives and act upon their intention to quit only after weighing possible outcomes. Towards the end, it can be said that this study, by virtue of its unique findings, tries to connect the dots in existing body of knowledge and hence, is able to fill the gaps in literature to some extent.