

ABSTRACT

One of the recent developments in the voluntary turnover research is the embeddedness model. Job embeddedness is formed of six dimensions: links-community, fit-community, sacrifice-community, links-organization, fit-organization, and sacrifice-organization (Mitchell et al., 2001). Identifying some antecedents of job embeddedness and its dimensions was the focus of the present study. Two samples of employees were used: Sample one consisted of 172 employees working full-time for various organizations, while sample two consisted of 129 employees working full-time for the same organization. Both samples completed a series of self-reports targeting various potential antecedents, along with the job embeddedness survey. Sample one completed the antecedents questionnaire and the embeddedness survey at different points in time. Sample two completed both the antecedents questionnaire and the embeddedness survey at a single point in time. Drawing from social psychology, personality theory, organizational psychology, and evolutionary psychology, it was hypothesized that age, time, strength of attachment, number of children, personality traits, perceptions about work, and perceptions about mating opportunities will account for significant variance in embeddedness. The following results replicated across both samples: Links-community was predicted by the number of children. Fit-community was predicted by the perceived mating opportunities in the community. Sacrifice-community was also predicted by the perceived mating opportunities in the community. Links-organization was predicted by age. Fit-organization was predicted by Conscientiousness of the Big Five, by [organizational and supervisor] support, by the perceived number of alternatives, by job investments, as well as by the perceived number of mating opportunities in the organization. Sacrifice-organization was predicted by Agreeableness of the Big Five, by the perceived supervisor support, by the perception of skills transferability as well as by the perceived number of alternatives. The results of the present study suggest that people who are more likely to become embedded on certain dimensions can be identified prior to the organizational entry. Thus, the present study can have practical implications in personnel selection procedures.