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Altri autori (Persone)	ThornhillAdrian SaundersMark <1959-> SkinnerDenise
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Nota di contenuto	CONTENTS; EDITORIAL ADVISORY BOARD; Abstracts and keywords; Guest editorial; Organisational change and employee turnover; Family breakdown Developing an explanatory theory of reward system change; Commitment to change Profiles of commitment and in-role performance; "International" human resource management Academic parochialism in editorial boards of the "top" 22 journals on international human resource management; Analysis of internal and external labour mobility A model of job-related and non-related factors The desert generation Lessons and implications for the new era of people managementBook reviews; About the authors
Sommario/riassunto	Using insights from the relevant literature and recent empirical data, this paper investigates the relationship between organisational change and employee turnover. It proposes a mechanism for how widespread change translates into individual decisions to quit, and corroborates four relevant hypotheses. The paper also illustrates the importance for managers of understanding avoidability - the extent to which turnover

decisions can be prevented - and concludes with a research agenda, encapsulated by a model describing the relationship between organisational change and turnover.
