

## **Determining Antecedents of Employee Turnover: A Study on Blue Collar vs White Collar Workers on Marco Level**

**Authors :** Evy Rombaut, Marie-Anne Guerry

**Abstract :** Predicting voluntary turnover of employees is an important topic of study, both in academia and industry. Researchers try to uncover determinants for a broader understanding and possible prevention of turnover. In the current study, we use a data set based approach to reveal determinants for turnover, differing for blue and white collar workers. Our data set based approach made it possible to study actual turnover for more than 500000 employees in 15692 Belgian corporations. We use logistic regression to calculate individual turnover probabilities and test the goodness of our model with the AUC (area under the ROC-curve) method. The results of the study confirm the relationship of known determinants to employee turnover such as age, seniority, pay and work distance. In addition, the study unravels unknown and verifies known differences between blue and white collar workers. It shows opposite relationships to turnover for gender, marital status, the number of children, nationality, and pay.

**Keywords :** employee turnover, blue collar, white collar, dataset analysis

**Conference Title :** ICHR 2017 : International Conference on Human Resources

**Conference Location :** Paris, France

**Conference Dates :** September 21-22, 2017