

A Review of Existing Turnover Intention Theories

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Abstract : Existing turnover intention theories are reviewed in this paper. This review was conducted with the help of the search keyword "turnover intention theories" in Google Scholar during the month of July 2017. These theories include: The Theory of Organizational Equilibrium (TOE), Social Exchange Theory, Job Embeddedness Theory, Herzberg's Two-Factor Theory, the Resource-Based View, Equity Theory, Human Capital Theory, and the Expectancy Theory. One of the limitations of this review paper is that data were only collected from Google Scholar where many papers were sometimes not freely accessible. However, this paper attempts to contribute to the research in clarifying the distinction between theories and models in the context of turnover intention.

Keywords : Literature Review, Theory, Turnover, Turnover intention

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