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Identification of workplace-related turnover predictors in production

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Abstract

Demographic change is leading to a strong decline of workforce and thus an increase in job vacancies on the labor market. This favors employee turnover, which is particularly a challenge for manufacturing companies, where already today the demand for skilled workers can no longer be met. In order to define suitable countermeasures to ensure that employees stay with the company, it is important to identify workplace-related factors which can cause turnover. This paper presents the results of a quantitative and qualitative literature review of workplace-specific turnover predictors. Almost 300 publications were examined with regard to their relevance to workplace-related turnover factors.

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