

TURNOVER INTENTION PREDICTORS

Kim, H. & Kao, D. (2014). A meta-analysis of turnover intention predictors among US child welfare workers. *Children and Youth Services Review*, 47, 214-223.

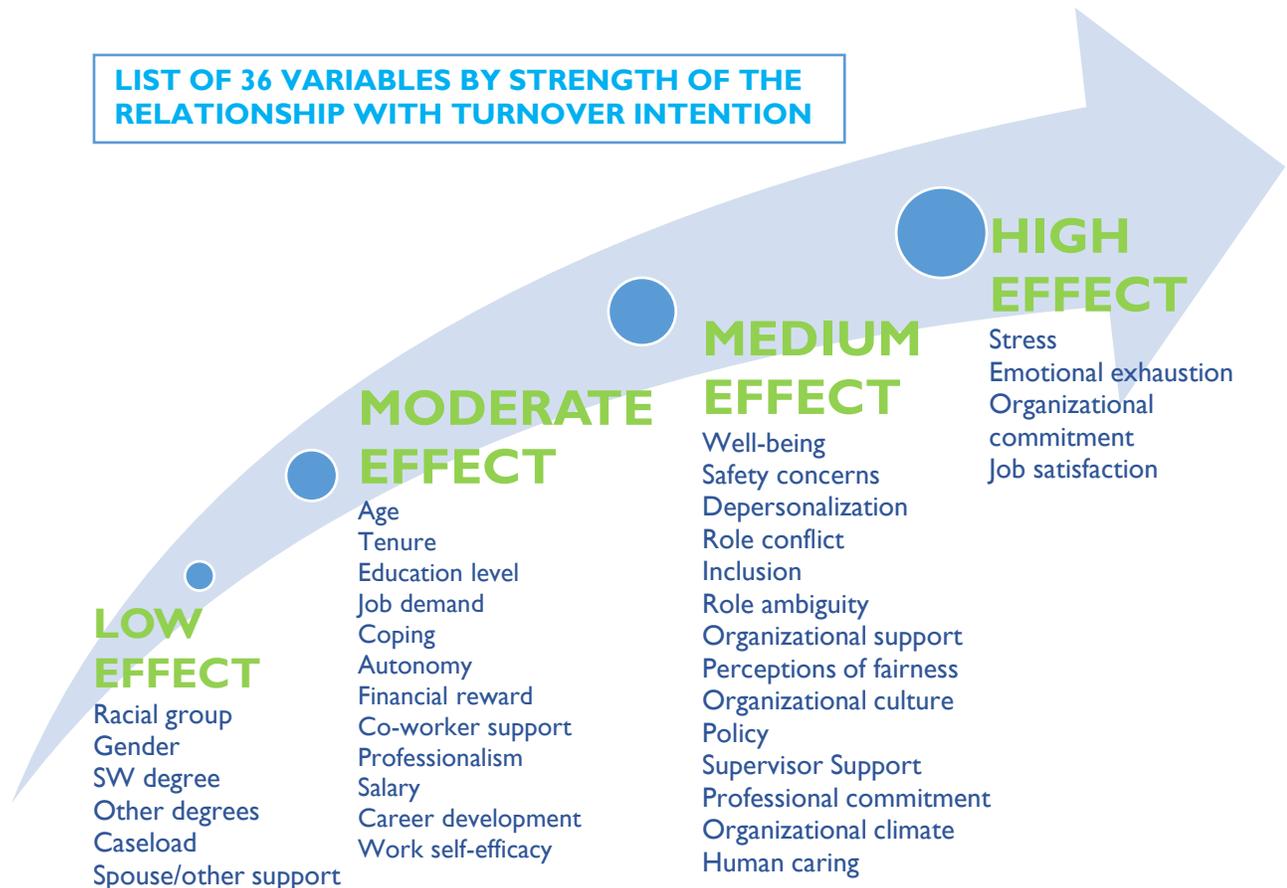
WHAT IS THIS RESOURCE?

This article provides a meta-analysis of the existing literature on the turnover intentions of public child welfare caseworkers in the United States. Turnover intention was reflected by various measures of either intention to leave or intention to remain employed. Twenty-two studies were included in the final analyses involving the assessment of the effect sizes for 36 predictors, classified into demographic, work-related, work environment, and attitudes/perceptions categories.

WHAT ARE THE CRITICAL FINDINGS?

High turnover in the child welfare workforce can have a detrimental impact on the youth and families who depend on staff for essential services and support, as it impedes the necessary development of stable relationships with vulnerable children and families. Turnover is often explained by a range of antecedents; findings from this study highlight the following variables' impact on turnover intention:

LIST OF 36 VARIABLES BY STRENGTH OF THE RELATIONSHIP WITH TURNOVER INTENTION



WHAT ARE THE IMPLICATIONS FOR OUR WORK?

Some issues, especially financial reward, are difficult to change given agencies' staffing and budgetary limitations. However, **addressing stress, exhaustion and job satisfaction** can be accomplished through refining work processes, encouraging better workplace relationships between caseworkers, supervisors, and administrators, and creating the most favorable work environments.