

Assessing the Relationship between Job Satisfaction and Turnover Intention among Early-Career Academics in Tertiary Education in Malaysia

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ABSTRACT

Persistent improvements in organizational performance hinge on the organizations' ability to not only attract talented staff but also in retaining them. Employees are the most valuable assets for any firm today in sustaining the competitive advantages in this highly globalized business environment (Team, 2019). Turnover of Early Career Academics (ECAs) demonstrates the draining of the higher educational organizations' human capital, in terms of knowledge and expertise (Gibbons, 2020). Therefore, a high turnover rate is an indication of the companies' inability to sustain the growth of human capital. ECAs are critical and essential components of every individual's higher education at the institution. When the staff and faculty members are exposed to the opportunity to leave their jobs, the educational institution is one of the entities that are under threat (Feng & Angeline, 2010). Anca-Ioana (2013) stated that academicians are the university's most valuable asset in developing highly skilled and holistic graduates who are pleased and eventually remain longer with the organization.

Keywords: Job Satisfaction, Turnover Intention, Early Career Academics, Tertiary Education.